

FOUR SCORE AND SEVEN YEARS
AGO OUR FATHERS BROUGHT FORTH
ON THIS CONTINENT A NEW NATION
CONCEIVED IN LIBERTY AND DEDICA-
TED TO THE PROPOSITION THAT ALL
MEN ARE CREATED EQUAL.

NOW WE ARE ENGAGED IN A GREAT
CIVIL WAR TESTING WHETHER THAT
NATION OR ANY NATION SO CON-
CEIVED AND SO DEDICATED CAN LONG
ENDURE. WE ARE MET ON A GREAT
BATTLEFIELD OF THAT WAR. WE HAVE
COME TO DEDICATE A PORTION OF
THAT FIELD AS A FINAL RESTING
PLACE FOR THOSE WHO HERE GAVE
THEIR LIVES THAT THAT NATION
MIGHT LIVE. IT IS ALTOGETHER FIT-
TING AND PROPER THAT WE SHOULD
DO THIS. BUT IN A LARGER SENSE
WE CAN NOT DEDICATE—WE CAN NOT
CONSECRATE—WE CAN NOT HALLOW—
THIS GROUND. THE BRAVE MEN LIV-
ING AND DEAD WHO STRUGGLED HERE
HAVE CONSECRATED IT FAR ABOVE
OUR POOR POWER TO ADD OR DETRACT.
THE WORLD WILL LITTLE NOTE NOR
LONG REMEMBER WHAT WE SAY HERE
BUT IT CAN NEVER FORGET WHAT THEY
DID HERE. IT IS FOR US THE LIVING
RATHER TO BE DEDICATED HERE TO
THE UNFINISHED WORK WHICH THEY
WHO FOUGHT HERE HAVE THUS FAR
SO NOBLY ADVANCED. IT IS RATHER FOR
US TO BE HERE DEDICATED TO THE
GREAT TASK REMAINING BEFORE US—
THAT FROM THESE HONORED DEAD
WE TAKE INCREASED DEVOTION TO
THAT CAUSE FOR WHICH THEY GAVE THE
LAST FULL MEASURE OF DEVOTION—
THAT WE HERE HIGHLY RESOLVE THAT
THESE DEAD SHALL NOT HAVE DIED IN
VAIN—THAT THIS NATION UNDER GOD
SHALL HAVE A NEW BIRTH OF FREEDOM—
AND THAT GOVERNMENT OF THE PEOPLE
BY THE PEOPLE FOR THE PEOPLE SHALL
NOT PERISH FROM THE EARTH.

Connecticut
INDUSTRY

FEBRUARY
1944

All In A Day's Work

★ In our line of business, we take orders for the various types of jobs we do, as they come—and do our best to expedite the work, furnish the assistance the contractor needs, and finish up. In the regular course of a week, our trucks and trailers and cranes and crews will be scattered pretty well over the map of New England. Just the other day a visitor in our headquarters office asked, out of interest, to see a list of jobs tackled by the Roger Sherman organization in an average day. So picking at random out of the files we took this record, for an average day of Roger Sherman activity. It happens to be a list of 20 different jobs handled on Saturday, October 9. Here it is:

5 Truck Cranes

Working at Walsh-Kaiser Shipyards, Providence, Rhode Island.

1 Truck Crane

Working at Bethlehem-Hingham Shipyard, Hingham, Massachusetts.

2 Truck Cranes

Working at Block Island, Rhode Island for The City Lumber Company of Bridgeport, Connecticut.

1 Truck Crane, 5 Trucks and 7 Men

Moving machinery from Springfield, Massachusetts, to Providence, Rhode Island, for the Springfield Arsenal.

2 Truck Cranes, 2 Platform Trailers, 1 Low Bed Trailer and 4 Men

Moving and loading Gliders on Flat cars at Saybrook, Connecticut, for Pratt-Read, Inc.

1 Truck Crane, 1 Platform Trailer, 3 Trucks and 7 Men

Moving Looms from New Haven, Connecticut to East-hampton, Massachusetts for The United Elastic Company.

1 Beam Trailer

Moving large Steam Shovel from Westfield, Massachusetts to Holyoke, Massachusetts for Daniel O'Connell & Son.

Carryall Trailer

Moving Roller from Hartford, Connecticut to Shrewsbury, Massachusetts for Henley Lundgren Company.

Carryall Trailer

Moving $\frac{3}{4}$ yd. P & H Shovel from Springfield, Massachusetts to Manchester, Connecticut for Louis Petrossi.

Carryall Trailer

Moving 28 ton Bay City Backhoe from Waterbury, Connecticut to Hartford, Connecticut for E. M. Allen & Son.

EMERGENCY!!!

35 ft. Platform Trailer and 1 Extra Man

Moving Glider Parts from Deep River, Connecticut to GADSDEN, ALABAMA!!! for Pratt-Read Company, Deep River, Connecticut.

Winch Truck and 2 Men

Moving safe from Freight Yard, Hartford, Connecticut to Airport Homes, Hartford, Connecticut for York Safe and Lock Company.

Winch Truck and 4 Men

Jacking up Motor in pit at New Haven, Connecticut for The Connecticut Hard Rubber Company.

Winch Truck

Unloading machine from railroad car at East Hartford, Connecticut for Hamilton Standard Propellers.

3 Trucks and 2 Men

Moving machinery from Saugerties, New York to Plainfield, Connecticut, for The Plastic Film Company.

1 Truck and 2 Men

Moving Safe from East Hartford, Connecticut to Collinsville, Connecticut, for Office of Price Administration.

1 Truck and 3 Men—1 Winch Truck

Moving Equipment from East Hartford, Connecticut to Buckland, Connecticut for Pratt & Whitney Aircraft.

1 Winch Truck and 3 Men

Placing Boiler in West Hartford, Connecticut for L. S. Griffing.

1 Truck and 1 Man

Unloading car of Paper in Hartford, Connecticut for Hartford Times.

Winch Truck, Foreman and 4 Men

Dismantling, shipping and crating 450 tons of machinery to South America for the National Paper and Type Company.

And we still could have taken care of several emergency jobs.

Three rigging foremen and a few men were still available. Also a 50 ton Crawler Crane, a 20 ton Crawler Crane, several truck cranes, lowbed trailers and winch trucks and 21 mechanics and service men.

★ Yes, it's an interesting sort of business—and Roger Sherman men and machines can handle it!

ROGER SHERMAN

TRANSFER COMPANY

469 CONNECTICUT BOULEVARD, EAST HARTFORD, CONN.,

TEL. 8-4153, 8-4154

Branch Office 505 Grand Avenue, New Haven, Conn. Tel. 6-1368

Connecticut INDUSTRY

MANUFACTURERS' ASSOCIATION OF CONNECTICUT, INC.

VOL. 22 - NO. 2 - FEBRUARY, 1944

L. M. BINGHAM, *Editor*

IN THIS ISSUE

	Page		Page
Editorial	3	Export News	25
Some Lessons From This War	4	Accounting Hints	27
The Post-War Challenge to Sales Executives	8	Transportation	28
No Documents, No History!	9	Queries	29
"Work Experience"	10	Personnel	30
Chest X-Ray Surveys in Industry	12	Business Pattern	33
News Forum	14	It's Made in Connecticut	35
Safety and Health	19	Service Section	40

OFFICERS

ALFRED C. FULLER *President*
 EDWARD INGRAHAM *Vice President*
 JAMES W. HOOK *Vice President*
 D. HAYES MURPHY *Treasurer*
 C. L. EYANSON *Sec. & Asst. Treas.*

ADMINISTRATIVE STAFF

C. L. EYANSON *Executive Director*
 L. M. BINGHAM .. *Director of Development*
 N. W. FORD *Manager*
 W. A. JOHNSON *Commercial Secretary*
 JOHN P. AHERN *Executive Assistant*
 JOSEPH B. BURNS *Counsel*

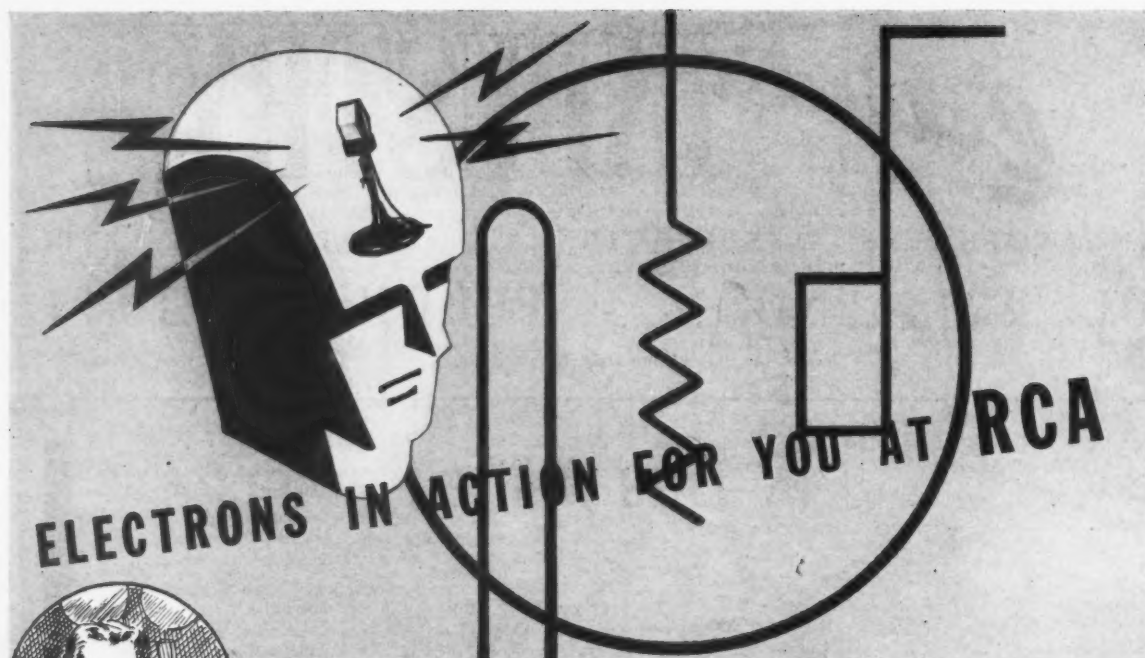
DEPARTMENTAL STAFF

M. R. RAITES
 R. C. JOHNSON
 K. E. RONAN
 M. F. HART
 E. G. BLOCK
 V. D. CASTAGNO
 A. M. KRISTOF
 M. T. MONTGOMERY
 D. N. LOUCKS
 M. H. FORSELL
 M. F. KINNEY
 D. P. GLASER

DIRECTORS

PHELPS INGERSOLL *Middletown*
 R. H. VALENTINE *Stafford Springs*
 G. W. BLUNT WHITE *Mystic*
 ROBERT S. EDWARDS *Norwalk*
 N. B. BERTOLETTE *Hartford*
 JOHN H. GOSS *Waterbury*
 H. B. CURTIS *Bridgeport*
 T. F. HAMMER *Branford*
 WADE W. WILLIAMS *Putnam*
 R. L. WHITE *Bristol*
 L. J. ROSS *Torrington*
 R. E. GAYLORD *Winsted*
 H. W. STEINKRAUS *Bridgeport*
 FRANK H. LEE *Danbury*
 W. R. L. MCBEE *South Willington*
 ARTHUR B. BARNES *Taftville*
 DAVID MOXON *Willimantic*
 W. R. JENNINGS *Chester*
 H. W. JONES, JR. *New Haven*
 C. I. PACKER *Meriden*

Published monthly by the Manufacturers' Association of Connecticut, Inc., with executive offices at 436 Capitol Avenue, Hartford, Connecticut. Entered as second-class matter January 29, 1929, at the post office at Hartford, Connecticut, under the Act of March 3, 1879. As the official magazine of the Manufacturers' Association of Connecticut, Inc., it carries authoritative articles and notices concerning the Association activities. In all other respects the Association is not responsible for the contents and for the opinion of its writers. Subscription Rates: \$4.00 for 3 years; one year, \$1.50; 20¢ a copy. Subscribers should notify publisher promptly of changes in address. Advertising rates on application.



SOUND THINKING

You are doing sound thinking when you are thinking about installing RCA Sound System. The Post & Lester Co. has the "know how" to engineer a complete coordinating system to meet the requirements of your plant.

This high fidelity all-purpose sound equipment gives your factory a "nerve system" over which you can project the brains of your executive staff. Use an RCA installation to dramatize your own sound thinking.

Industrial leaders consider it "the 4th dimension in production."*

Phone or write today for a detailed survey of your plant without obligation.

BUY WAR BONDS AND SPEED UP VICTORY



The POST & LESTER Co. of Hartford, Inc. - 10 CHESTNUT ST.

IT IS FOR US THE LIVING

By Alfred C. Fuller, *President*



A BRIDGE of noble thought was built by Lincoln at Gettysburg which has more power to carry us over the valleys of doubt and suffering than any poor words of mine. What utterance of man could more eloquently lift our minds out of the fog of earth-bound confusion and place them on the "high road" of consecrated effort for peace and justice than the words of the humble emancipator?

"It is for us the living rather to be dedicated here to the unfinished work which they who fought here have thus far so nobly advanced. It is rather for us to be here dedicated to the great task remaining before us—That from these honored dead we take increased devotion to that cause for which they gave the last full measure of devotion—That we here highly resolve that these dead shall not have died in vain—That this nation under God shall have a new birth of freedom—And that government of the people, by the people, for the people shall not perish from the earth."

Yes, one must go back to the Bible for words more uplifting in a time of trial than these. Indeed, a study of Lincoln's life indicates clearly that he received the inspiration for this message, and many others which he uttered, from that source.

These inspiring words are from a very great and humble man, uttered in a dark but hopeful hour in our nation's history. Heeding them today is far more necessary to the fate of the nation than it was when he spoke them to an unresponsive audience nearly 80 years ago.

We are in the midst of a vast war or a series of wars in widely separated parts of the world, and for us the heaviest part of the fighting is still ahead. It is necessary for us to pause and gain perspective on our own philosophy, particularly when casualties strike all around us and will be more numerous as we advance farther into this great struggle. It has been difficult for us Americans to believe that events happening in other parts of the world concern us—that is also the reason so many of us believed that we could keep out of wars which did not directly affect our own borders. If we are not on guard, this may cause us to plumb the depths of defeatism and adopt the "died in vain" philosophy. But if we profit by the lessons of this war, we may look upon these sacrifices as a new shrine for the rededication of our lives to complete the tasks for which these honored dead of today gave their all.

Let us busy ourselves here at home to preserve our birthright of freedom. Let us diligently study and come to understand our neighbors that we may know how to treat them as free men who love freedom in their own way as much as we. Only by such action shall we gain the grace and power to be worthy of those who dared to love freedom more than life.

If once more we break faith with those who died for us in 1917-18, and with those making the supreme sacrifice in this war, we may never have another chance, and who dares to say we deserve it?



"We are all paying a high price for our past mistakes, in the loss of precious lives, and the destruction of so much of the civilized world.

"Therefore let us hope that this war will not only be the great liberator of peoples but also our teacher for building a better or saner future." *The Author.*

SOME LESSONS FROM THIS WAR

AN ADDRESS by Colonel Herman W. Steinkraus, President and General Manager, Bridgeport Brass Company, and a Director, Manufacturers Association of Connecticut, recently made before the Rotary Club of Springfield, Massachusetts.

A FEW weeks ago I went to New York and saw the matinee performance of the new Army Air Corps show, called "Winged Victory." I highly recommend it to you all. It is the simple story of three boys from the little town of Mapleton, Ohio, and their experience in the Army Air Corps from the day they received their letters to report in 36 hours, through the training period, and then into action in the South Pacific. It shows the thorough training needed for a boy to become a pilot, and what it takes to be a good one at the front. But, most of all, this thrilling play makes the audience ask itself the same questions these young men ask themselves, namely—

why must they be killed? Is there any plan being worked out to avoid future world conflict? And who will see to it that it doesn't have to happen again?

These are questions which come ever more frequently to us as we listen to the radio news broadcasts, as we do our daily work for the war effort, and as many of us see members of our immediate family going off to war. The answers must be found this time, and we cannot leave it to another generation to find. You and I have got to help find them, and we must take the time to think them through.

However, if the only avenue of approach to this subject that we can

think of is the punishment of Hitler and Hirohito and their henchmen we shall arrive at no more lasting solution of the problem of war than we did after the last one. I do not presume to give you the correct answers today, but I do propose to think with you about a few basic truths we are learning and many more we should learn from this war. These basic truths must be taken into consideration in shaping up any sound solution for the future of the world.

The World Is Smaller

The first lesson I believe we are learning in a way we shall never forget is that this world of ours is a much smaller community than we thought it was. Even two or three years ago many of our people felt that America should stand alone. Whoever would have thought that Pearl Harbor

was really so important to the peace of the world! At that time the Japs had not yet attacked us. Who then believed that the deserts of Africa, the port of Dakar, the shores of Tunisia, the distant Solomons, tropical Guadalcanal, all had something very important to do with our happiness and peace? Yes, we could mention the foggy Aleutians, where some of our boys are now stationed, Guam, Wake Island, Sicily, Corsica, the Burma Road, and hundreds of other spots most of us seldom thought of, which today loom large in the effort to return this old globe to peace.

Isolation in the present day world? Safety of the Atlantic and the Pacific as protection for us? Every school child knows that is now an exploded dream. Of course there was a time when it was undoubtedly true. Several hundred years ago the world was much larger. Oceans and mountains proved impassable barriers. In early human history the family was the real center of activity of the community. Later, as horses and mules became a means of transportation and communication, the village or principality became the unit of society. Later still, with the advent of the steam railroad and the telephone, the unit of the world community became a kingdom, or a nation such as ours, with certain natural boundaries of mountains, rivers, and oceans as logical barriers, or borders, between them. Fortified borders, tariff walls, and other means were created to protect each from the other. Empires were built on great navies—but today how different it is! With the advent of air power, short wave radio, radar, and other scientific discoveries, the whole world has become one large single community, and what affects one of us affects us all.

On a Monday evening not long ago an Australian flight officer had dinner at my home. The previous Monday he was still in the jungles of New Guinea at the front. He flew to Australia, then to San Francisco, and then to New York. He was telling us about it without any feeling of it being something extraordinary to be sitting there, 7,000 miles away, talking about the happenings of just one week ago. From here he was going on to London. It's a small world we live in today!

Today what happens in Russia, or China, or Brazil has a definite bearing on our own security and future welfare, and we cannot longer close our eyes and say it is none of our business. There are no barriers to the sky, as Pilot



HERMAN W. STEINKRAUS

Ross says in the Air Corps play. There are no natural borders between countries which any longer can act as real obstacles to an enemy; we are one large world community, and our future plans must be based on this fundamental principle. Power politics, selfish special interests, if allowed to creep into our final program for peace, will only lay the foundation for future wars a civilized world can never afford again.

It behooves us therefore to think in terms of the whole world and all its welfare. I do not mean in the capacity of ourselves as a patron saint of the rest, or as the bountiful giver of blessings, but as a warm and friendly member of the same world family, willing to do our fair share in comparison to our ability, and willing to settle our differences without fighting or killing each other. And let us hope that this time we are learning this lesson right.

We Have Learned Teamwork

Another great lesson we are learning is that until this war broke upon us we had never utilized for peace the tremendous latent power of our people. We have heretofore undervalued the magnificent effectiveness of teamwork. Not only Hitler and Hirohito but we, ourselves, have been surprised at the tremendous production job which our people have been able to do in such a short period of time. Within two years we are now supplying everything needed by our own forces and also large amounts to all of the forces of the United Nations.

We have discovered how useful people are whom formerly we discarded. For instance, blind people are proving to be efficient workers on very delicate operations. Women are proving

their skills on equipment that formerly we never would think of entrusting to them.

When we all pull together to accomplish a great task, whether it be training a great fighting force, producing unheard of volumes of tanks, planes, guns and other war material, or organizing for civilian defense and rationing, we have a combined power of accomplishment far beyond our fondest hopes and expectations.

Now, why do we need a war to bring about this teamwork? Why did we not do as good a job for peace, which we all love so much more than war?

Today we find almost every single soul doing something to help win the war. Father works all hours at his job and serves on several committees besides in his spare time. Mother's doing her own work without outside help, and probably cooking the best meals she ever did in spite of rationing, while at the same time she saves fats, tin cans, makes bandages at the Red Cross, or makes over warm clothing for others in the war. Brothers are mostly in the service or on war jobs. So are many older men who felt they could not stay out of it, while the younger boys serve too in hundreds of ways, such as the Boy Scouts, scrap drives, and so on. Sisters are Wacs or Waves, or perhaps air-raid spotters or nurses' aids, or doing any number of odd services, including USO canteen work to help the boys' morale. And all of them are buying bonds, contributing to the Red Cross blood bank and to the United War Fund in undreamed of amounts.

At the factories men and women are working side by side 24 hours a day, often 7 days a week, to get out constantly more and more planes, tanks, instruments for airplanes, thousands and hundreds of thousands of different items to ship across the seas.

Now, let us look at the results: In two years since Pearl Harbor we have overtaken the Germans, who had been preparing for 8 or 10 years at a constantly mounting rate of production. We have built and equipped a huge Army, Navy, and Air Force of our own, and also supplied substantial amounts of materials to our allies.

How was this all possible? Only by the "everlastin' teamwork of every bloomin' soul!" Why cannot we learn this lesson for peace? "Oh," somebody says, "that's different." Why is it different? Are we somehow less interested in making life richer and better

for all of us by uniting our efforts to make it so, than we are for purposes of world destruction, such as is now going on in Berlin as a result of bombing? No, I say—much of our war experience in cooperation can be applied to peacetime in using our abilities more than we ever did before the war, without any regimentation or giving up our precious democracy.

In fact, we are much more likely to lose these things we hold dear unless we continue to cooperate in the post-war world. It is absolutely essential that we keep our people profitably employed at reasonable wages so that they may also be able to buy the products of our growing industrial capacities. Right here let me say I do not share the opinion of some pessimists who say that machines are stifling America, that we have reached the limit of what this country can consume and utilize. The long range curve is not downward; it is still going up and up, and after this war, outside of a short period of transition, I believe we will have a period of greater prosperity than ever before in our history.

Think, too, of the millions in foreign lands who have seen the quality and satisfaction of our food, clothing, jeeps, and everything else we have furnished to our boys. Don't you think that they are going to want some of these things after the war? I imagine even the headhunters of the southern jungles have gotten some new ideas they didn't have before since they have been going around with our boys over there.

But, of course, most of all we need so many things ourselves. It isn't a bit too soon for every community in America to get busy and lay plans for the future of its town, its people, its industries, and the boys who are coming back home. I often think that if all the things we need in this country for a better existence were tabulated for peace as carefully as the War and Navy Departments tabulated what they needed for war, the national results of all these local and state programs combined would astound us just as much as our war program has done. Consider the field for better homes; there are millions of old ones which should be torn down and new ones built. And people have the money too, in the form of war bonds, savings accounts and insurance. Better materials available after the war and more highly skilled help available than this country ever had before can do a job here which would in itself go a very long

way to give huge employment and raise the level of living of the American people. But if selfishness creeps in, if manufacturing profits are too high or sales volume is too low, if labor wastes its efforts in jurisdictional disputes or keeps labor costs too high in comparison to production, any of these things will wreck our cooperative effort and we will have quickly demonstrated that we have not learned this great lesson of teamwork from the war.

We must work toward maximum production at minimum costs and reasonably high wages for all. And we don't need the government to do it for us; we must do it for ourselves. Government assistance and regulation are all right, but our own initiative and determination are needed to make the plan work. Every community, every state should be working on its own program of public improvements and increase in efficiency of public services.

Large Potential Markets

I have already mentioned the field for better homes. But there are so many other large potential markets. I would like to mention just a few.

The three biggest fields for new peacetime business after the war seem to be shaping up about like this. First, new homes, moderate priced ones, and the household appliances and comforts to equip these homes; new refrigerators, deep freezers, new radios, washing machines, electrical gadgets, and the whole electronic field. Next is the automotive field. It is estimated that there will be a potential market for new cars amounting to at least 5 million per year for five years after the car production can be resumed again. That is a larger potential market for cars, tires, and all the things that go with them than ever existed in this country. Third, our new infant industry will probably grow; of course you know I mean the aviation industry. Just what will take place here is conjecture, but surely the many advantages of fast air transportation for war will not be lost for peace, but will be adapted and no doubt improved upon. Possibly we all may have a helicopter in our garage; stranger things could happen.

And in this connection, what a surprise the fathers of this country have been experiencing when their sons, to whom they hesitated to trust the family cars for fear they would wreck them—these same kids—a few months later are selected as pilots of B24 or B17 bombers costing 250 to 350 thou-

sand dollars apiece. They are sent over enemy country loaded with bombs or as fighter escorts, and most of them come back, even though sometimes only with a wing and a prayer. If this is not a lesson for us at home, namely that we have completely underestimated our youth, I know of no lesson our boys have taught us.

Every day and night they are proving they can stand up to the best the rest of the world can offer, and are putting us oldsters to shame because we failed to use their best abilities. When these boys come back they're not going to be satisfied to go back to their old jobs. No, they will expect to be entrusted with greater tasks and responsibilities than before, and what's more they'll come through with flying colors as they are doing on the fields of battle if we are big enough to trust them and give them responsibility and authority to do a job.

It is altogether too true that in this country the average age of top executives is pretty high. Of course, experience and judgment coming from years of experience are necessary in any business, but most of us could well afford to put a few youngsters in positions of real responsibility. They'd pep up the whole outfit—they'd bring in the new ideas—and they'd carry the responsibilities with far greater grace than some oldtimers are doing today.

You recall the Army and Navy had to take special steps to bring down the average age of the generals and the admirals before this war began to click for us; so I think business can well afford to bring down the average age of executives by pushing some of these young men along a little faster. We need more men like Eric Johnstor heading the U. S. Chamber of Commerce and more young men everywhere, heading our local Chambers of Commerce, more young secretaries of civic organizations, too, keeping the older ones to guide and advise, but depending on the younger ones for initiative and future growth. There is an added advantage of developing executives for business at a young age, and that is the number of years of useful service they offer while still in the prime of their health and strength. So frequently the burdens of leadership are assigned to men at ages when the term of their usefulness is apt to be short, and their valuable experience lost by overloading them.

We Must Remain Strong

Now I come to a point which we are

apt to take for granted now, but which past bitter experience has shown this country has still to learn, and that is that we cannot accomplish lasting peace by making ourselves weak, by disarming, by destroying our Navy as we did after the last war.

Human nature has not changed nearly as much in the last few centuries as have the material things about us. After the last war it was believed that by disarming we would secure a lasting peace. What happened? The peaceloving members of the world society went a long way on the road of disarming, while the warloving people, those who wished to gain at the expense of others, those who had selfish ambitions of world conquest, simply took advantage of the rest of us. We played right into their hands. I can remember that barely three years ago there were well-meaning women in my home town who thought they were helping the cause of peace by getting young men to sign pledges they would never fight for their country on foreign soil. How foolish that now appears in the light of our experience! How much better to fight the enemy on his soil instead of our own, and save our women and children, our towns and cities and industries from utter destruction.

Imagine after Pearl Harbor, if Japan could have rushed in and wiped out Los Angeles, San Diego, San Francisco, Portland and Seattle before we were able to stop them! If they had then pushed on to the Rockies while we frantically tried to send guns and troops there from our scanty supply, where would we be today?

Remember, when England was nearly at the end of her rope and standing almost alone against Germany in those days of the blitz, how the transfer of 50 old destroyers of ours, which had been lying rusting since the last war, helped to save the day for England and for us.

Let's not make the mistake again of weakening ourselves in the belief that this would help the world to remain at peace. I am one of those who believe that if we had had a strong Army, Navy, and Air Force the Hitler war machine would never have dared to start this world conflict. They were counting on our weakness and the time it would take for us to prepare if we could. That's why the blitz tactics were worked out, namely, to have the whole thing over with before we could wake up and get started. Fortunately for all of us, we fooled them this time at

great cost to ourselves, and the loss of millions of lives to others. But let us not tempt fate and think that we can do it again. We must always be strong and ready to protect ourselves, and also to come to the aid of those weaker than ourselves when they are in the right and are being unjustly dealt with. The precious privilege of being a free people depends on our willingness to fight for it when necessary.

That does not mean we need to be an international policeman. But just think of what even a small country which is strong can do. Look at Switzerland. Do you suppose she would still be free were it not for her strong army, which has been for many years about three times the size of our standing peacetime army? Where would we all be were it not for Russia and the way she was prepared! So it is up to us to see to it that we remain strong when this war is over, and that we do not say, "Let's get back to the good

old days and cut out all this needless expense of armaments." As sure as we do so we will have to face another war as soon as others feel they have a chance to overpower us.

Yet I prophesy that within six months after the war is over there will be again societies of well-meaning men and women, as well as new subversive groups, who will urge us to become weak, by pseudo-religious arguments and by the appeal of our pocketbooks to let our air force go stale, reduce our navy to a point of impotence for global warfare, and keep only a small skeleton army.

Let's not be fooled again! Let's rather make it attractive for some of these experienced fighters to find a career in our fighting forces, so we will have more MacArthurs and Marshalls and Nimitz's to count upon. Let's give every boy high school graduate a year of basic training, which will not only

(Continued on page 31)



THE POST-WAR CHALLENGE TO SALES EXECUTIVES

By J. H. DONAHUE, Sales Manager, The Abbott Ball Company



J. H. DONAHUE

TO many of us post-war planning has been one of those mañana subjects—something we hope to buckle down to tomorrow if the pressure lets up a bit.

Lest that create the impression that management, specifically sales management, is foundering uncertainly and postponing a difficult job, let me emphasize the more accurate interpretation. Admitting that it is a tough assignment, sales executives are wise in

wanting to apply to post-war planning the same type of discerning, concentrated analysis that proved effective in peace-time marketing campaigns. Seemingly, conditions today are not conducive to taking any extended "time out" for problems other than those confining ones which multiply from one day's operations to the next.

Yet post-war planning is a must activity. Sooner or later it will be assigned to the sales department, for

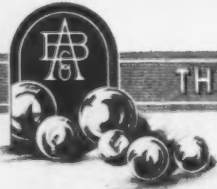
therein is found the where, to whom, and how, of products that can be sold. Then the necessary time will have to be assigned, apportioned, divided, or pro-rated by whatever devious means are always found for allotting time to essential activities. Whether promotion executives await the assignment or initiate the program, depends on how strong an impetus they receive from some incident that focuses their attention on the problem.

In my own case the incident was simple enough—a casual talk with the foreman of our heat-treating department. I had gone down there to inquire about the progress of an order in which I was especially interested. My subsequent inquiry about other operations brought this reply, "We're kept stepping right along now, but how about after the war? Are you going to be able to get enough orders to keep all the men on the job?"

More than any other factor, that one question drove home the need for post-war planning and consequently helped to clarify my thinking on the subject. It also emphasized a point frequently forgotten or disregarded. When the going gets tough, when things are in a jam, the workers look to management to find the way out. Possibly management did not do too outstanding a job in the early thirties. But the mid-forties will afford another chance to rise above conditions. And management—sales management in particular—must accept the challenge and be ready with a workable plan.

Such a plan will provide all the

QUESTIONNAIRE-LETTER mailed by The Abbott Ball Company which returned 54% replies that provide a basis for detailed post-war planning.



THE ABBOTT BALL COMPANY

MANUFACTURERS OF

BEARING BALLS BURNISHING
STEEL-BRASS-BRONZE BARRELS & MATERIALS

HARTFORD, CONNECTICUT

November 29, 1943
ABBOTT'S 34TH YEAR

Roller Conveyor Corp.
2741 James Blvd.
St. Charles, Ill.

Attention: Mr. James Smith
Purchasing Agent

Gentlemen:

In attempting to develop a post-war pattern to determine the effect on our business, we find that we shall need the help of a few good customers like yourselves.

We have kept the questions to a minimum and shall greatly appreciate your answers. If this particular problem is not one in which you have become involved, perhaps you will hand these questions to the man responsible for post-war planning.

- 1) Do you have any backlog of civilian or non-priority orders which can be scheduled when war contracts are completed or canceled?
- 2) If war ceases in Europe but continues in the Pacific, by what percentage (increase or decrease) do you estimate that will affect your current rate of production of assemblies requiring steel bearing balls?
- 3) How much of a lag do you figure there will be between the cessation of hostilities and the time you can swing into peacetime production?
- 4) Will your estimated peacetime production for the first year or two require about the same quantities of steel bearing balls as you are now using?.....or more?.....or less?.....
- 5) If you do not expect to continue at the current rate of production for the next year or two, what do you estimate as a comparative year.....1938;1939;1940; 1941;1942?

Any suggestions you care to offer or comments about your own post-war planning will be most welcome.

Cordially yours,
THE ABBOTT BALL COMPANY
J. H. Donahue
Sales Manager

J. H. Donahue:WDR

CONTRACTS AND DELIVERY PROMISES ARE CONTINGENT UPON STRIKE, RIOTS, CIVIL COMMOION OR ACTS OF GOD BEYOND OUR CONTROL.

enc. - self-addressed envelope

stimulation, all the satisfaction of achievement that we are wont to associate with our pre-war selling. But it will do more than that. The objective will be not a sales quota nor even a production quota. It will be the more personal responsibility embodied in maintaining an employment quota. Underlying all the planning, there must be an awareness of the need for keeping workers on the job. "Sales to provide jobs" might well be adopted as a slogan. Under this new concept, recognition of the influence of the sales department, will extend not only throughout various phases of marketing as in the past, but also internally down to the lowest-paid helper in the maintenance crew.

How are we to approach this problem of postwar planning? Basically there are certain primary factors that will affect all industry. The answers to those questions will serve as guideposts to more detailed planning. In our own survey we wanted to know: (1) whether the customer had a backlog of post-war orders; (2) what effect the end of the war in Europe would have on his business; (3) the time required for re-conversion; (4) estimated production during the first year or two of peace.

The method of phrasing those ques-

tions—in fact, the composition of the entire questionnaire letter—will have a definite bearing on the replies. The letter we used pulled over 54% replies and is reproduced with this article. Our problem differs from that of many companies in that we sell components (steel balls for bearings) to other manufacturers requiring them for assembly in various types of industrial machines as well as in consumer products. However, a broad enough range of industry is represented to make the following summary of practical value.

QUESTION 1. Over two-thirds of the companies replying had either an actual or potential backlog of civilian orders that could be readily tapped.

QUESTION 2. Better than half expect the same or an increased volume of business after the war ends in Europe. Less than one-third were unable to estimate the effect on their business.

QUESTION 3. Practically two-thirds will be able to re-convert within 30 days.

Only 25% will require longer than 90 days.

QUESTION 4. During the first year or two of peace, 90% expect the

same or a greater volume of business than is currently enjoyed.

QUESTION 5. Of those replying to this question, almost one-half selected 1941 as a year comparable in volume to that which they expect during the next year or two. About one-quarter chose 1940, and one-eighth, 1942.

A difficult questionnaire is seldom thought of as a builder of goodwill. Yet it proved so for us. Many companies responded with enthusiastic commendations and expressed pleasure in having a part in the survey.

We mention that as an interesting sidelight because, after all, products and markets dictate the type of post-war planning required in any specific case. The same holds true in connection with interpreting information developed from that planning. Yet the questions in this survey are of sufficiently broad scope to be of more than casual interest to readers of CONNECTICUT INDUSTRY. It is our sincere hope that the data will prove a useful addition to other studies which have been made to guide management in coordinating marketing, administrative, and production activities.

NO DOCUMENTS, NO HISTORY!

By DR. THOMAS D. MURPHY, *Director, War Records Dept., Connecticut State Library*

THE manufacturers of Connecticut have made production history since Pearl Harbor. You've frequently read this, or similar statements. You know it's so. But ponder that word "history."

To be preserved, history has to be written. Is one of your staff going to be able to write a short history of the war-time achievements of your organization after we've taken Tokyo? Is the historian of our state's part in the war effort going to be able to give a clear picture of the overall accomplishments of Connecticut industry?

First class weapons can't be produced if the worker doesn't have the right tools. Neither can first class history. Documents are to the historian what wrenches are to the set-up man. But people are continually destroying or losing the historian's tools, and he

has constantly to beg that they be preserved, and has to search for them when they are lost.

If you want to print that little report on what your plant did to win the war, and you'd like to see Connecticut industry given full credit for its part in saving our way of life, you'll have to help save the documents. These are the kinds which should be preserved:

1. Complete files of plant bulletins for the war period, and, if possible, for a year or two before Pearl Harbor. (These will provide an overall picture, which can be filled in by the items listed below.)
2. Reports to stockholders, notices to employees, shop posters and bulletins, "E" award programs, transcriptions or scripts of radio

programs, war-time advertisements, printed pamphlets and mimeographed literature, photographs of "women in industry," ceremonies, etc.

Why not have one of your staff collect these materials, and deposit them either with a local war records committee, if such a group has been formed in your locality, or directly with the War Records Department of the Connecticut State Library, Hartford? They'll be permanently preserved, won't take up your own file space, and will be easily available for later reference by your staff, or by the historian who will write the story of Connecticut's total war effort, and of your part therein.

It isn't too early to start thinking about that little pamphlet on the con-

(Continued on page 27)

"WORK EXPERIENCE"—A CHALLENGE TO CONNECTICUT INDUSTRY

By LEHMAN A. HOEFER, Principal, Plainville High School

IN THIS ARTICLE, Mr. Hoefler, who in addition to being principal of Plainville High School is a member of the executive board of the State Principal's Association, brings to the attention of *Connecticut Industry* readers "one of the more recent developments in educational thinking about which any employer ought to be informed"—namely the desirability of preparing our young people for industrial employment through "work experience", i.e. part time work in factories or other enterprises coincident with their formal schooling.

OUR SCHOOLS—and in particular the young men and women who are the products of our schools—are being tested at this moment in the crucible of this crisis called war in the home and on the production line as well as on the battle front. We have all been increasingly proud of the bravery and spirit of sacrifice which our young men are showing in Italy, in the skies over Europe, and in the South Seas. On the fields of death and glory at least, young Americans have never been found wanting. However, at home, on the production line and in the enterprises of our towns, even authorities friendly to youth have been

unable to avoid the necessity of criticizing young America. Various experts have assigned the reason for poor work habits and a selfish and unpatriotic spirit in many young people, to causes varying from a softness in the home and on the part of the schools, to the breaking down of the American home, to selfish and inefficient industrial management, and above all to poor and shiftless parental training, and various combinations of these.

As far as the schools are concerned, there have been for a long time, of course, two schools of thought in American education. The traditionalist has always believed that any good general school experience provides all of the preparation for life in its every aspect that is necessary for a high school boy or girl, that well-taught Latin, history, algebra, physics, and chemistry teach all necessary good work attitudes and habits, and all needed good mental and moral attitudes and habits.

On the other hand, more "progressive" educational thought seems to feel that the school ought to center itself in more "practical" things, in the study of the more immediate necessities of American life. It is felt by many educators today that the present should be emphasized over the past, that health, that present-day scientific and mathematical developments ought to be stressed for students of sufficient mental capacity; and above all that the school should give all students as immediate vocational preparation as is possible. The chances are that most Americans favor an education retaining many of the solid values of the traditional curriculum, but including many obviously necessary and desirable adjustments to modern living. Certainly the war has shown Connecticut

educators a number of things that can be improved in our school life just as the same war has given the manufacturer a new and broader social point of view.

An Aim of Vital Interest to Employers

The purpose of this article is to bring to your attention one of the several more recent developments in educational thinking about which any employer of labor certainly ought to be informed. There are an increasing number of school systems in the State of Connecticut which are attempting to do one job of vital interest to every manufacturer and every employer of labor in our State; namely, to prepare young people more adequately in attitudes, habits, necessary knowledge of the 3 R's, and mind-set for plain everyday, garden-variety work in factory or general enterprise today. This attack on the youth labor problem is called "work experience" and consists essentially of part-time work in factories, stores, and enterprises under the supervision of management, labor, and the school.

Let us glance at our immediate American past for just a moment. It has been traditional in American society to expect every youth at an appropriate time in his life to become self-supporting.

Most schools in the past have accepted little if any responsibility for this part of the young American's experience. Most employers of labor in past years have been interested only in the possibilities of production which the young graduate has offered. No one has made it his immediate concern that the youngster's initiation to work be sound, that the attitude he acquires toward management and about labor be reasonable, that the work habits he acquires be ambitious, progressive, and conducive to success.

The Trend Toward "Work Experience"

Educational opinion, while still divided, is apparently becoming much more liberal in its attitude toward



including supervised practice in work—work experience—in the school program. A committee of the State Principals Association was recently willing to accept the following statement about work experience as compatible to each of its members: "Work experience is a valuable part or supplement of a student's education program when it is under the control and supervision of the school, and when it is related as closely as possible to the student's education and vocational aims."

To clarify the situation, may we define the term "work experience" as it is defined in the Harvard Graduate School Bulletin on work experience? Work experience is "any practical activity in the production or distribution of goods or services offered in a normal way in business, in industry, or in professional and institutional fields." In other words, work experience is any part or full-time job in which a youngster engages for pay. One additional thought is vitally necessary. The initial work experiences of any young person must be supervised by some responsible, trained agency if the youngster's introduction to the world of work is to offer him and the employer a maximum of lasting benefit and a minimum of possibly permanently sloppy habits of work and thought.

Advantages of "Work Experience"

Most of modern educational thinking holds that work experience, engaged in when management, labor, and the school cooperate, has the following advantages: It will (1.) promote the growth of good attitudes toward work; (2.) provide and promote proper employer-employee relationships; (3.) aid in the development of such traits as regularity, dependability, tact, adaptability, and poise; (4.) give training in practical cooperation; (5.) contribute to the educational and vocational guidance of the young worker; (6.) develop marketable vocational skills; (7.) add to the student's feeling of self-respect; (8.) contribute to the development of job intelligence; (9.) offer motivation and practice for regular classroom activities; (10.) give a practical basis for learning to budget income; and (11.) offer the school a logical area in which to increase the scope of school experience. All these in a practical way which otherwise the school can only imitate; and which conversely, industry cannot ordinarily afford.

These are advantages from the point of view of the student and the school. What does the employer of labor get

out of properly inducting the young person into his first job? It should be obvious that every one of the advantages cited above apply not only to the individual but also—in a way that pays constant dividends throughout the years—to the employer through the exercise of really a minimum of trouble. Certain educators and business men believe that an employer can insure himself of a continuing personnel of intelligent, ambitious, and honestly



LEHMAN A. HOEFTLER

industrious workers through a consistent program of work experience handled in cooperation with the one social institution whose business is youth—the school.

Naturally this will not come all at once, but it will come if the initial "training for work" continues and as the "graduates" of the system grow older in employment. As is now, we know that it isn't productive of good work or of much work to entrust as important a phase of a youngster's life as the beginning of his work career to an untrained, frequently disinterested sub-foreman.

The Problem of War Labor

Today, however, the school and the factory are faced with a great problem connected with youth labor which has no connection, as most of us find it, with educational work experience as defined above except perhaps as it offers an opportunity and an immediate challenge to establish a program in this area. At the present time an unprecedented, almost startling, number of high school students in our state work after school hours. Whether any employer of labor or whether any high school principal wishes it or not, we are jointly establishing a pattern of work experience right now either in the providing of supervision and an attempt to control the situation, or in the adoption of an ostrich-like pattern of

disregard and refusal to do anything except grudgingly to help, when we have to, individual young people involved. The present need for youth labor for war production offers a difficult and a threatening problem. We can not permit any impedance of war production, we must win this war at all costs, and if youth labor is needed to do so, youth must labor. Please, however, also remember that from this problem it might be possible for the employer of labor, and above all for the young laborer, himself, to derive the greatest benefit in the establishment of a work-school program, to teach our young people how to work satisfactorily and with the greatest profit to themselves and management and labor when times again return to normal.

To continue for a moment our discussion of the need for youth to work in war plants today, Connecticut has been particularly fortunate in the healthy variety of methods which are being used to meet the demand for the boys and girls who are now attending our high schools.

Methods Being Used to Meet the Problem

In recommending to you certain of these methods we should, I think, use two bases of judgment: 1. That of the least harm which the method of releasing young people to work part time can do to the school program, the social pattern of the community, and above all, to the student. The assumption here is that we must attempt in every case to safeguard from unnecessary and unjustifiable intrusion the great social institutions which, after all, are largely responsible for our being an effective fighting force and a great free nation. 2. The given method should be selected for the possibilities which it offers for the establishment of a well-founded and sound program, the benefits which will extend into the future and which will establish a pattern for educational work experience in the postwar period.

First, recommended to us is a special school-boy shift, preferably of not more than 4 hours in duration, to begin after the school day is over. Second, is suggested, reluctantly, a slightly shortened school day. High school principals are far from agreement as to the length of time which should be taken from the school day even in the present emergency, but we all know that many schools have sched-

(Continued on page 22)

CHEST X-RAY SURVEYS IN INDUSTRY

PAUL S. PHELPS, M.D., *Director, Department of Tuberculosis Control
State Tuberculosis Commission*

THE Department of Tuberculosis Control of the Connecticut State Tuberculosis Commission in co-operation with the State and local health departments, is now offering to Connecticut industries an opportunity to have all employees receive an x-ray of the chest. This service, aimed to protect the workers from tuberculosis, is of vital importance, especially now when conservation of manpower is so essential. Such procedures are recommended by the United States Public Health Service, and are receiving great emphasis in industry throughout the nation.

Facilities available for this work in Connecticut consist of a mobile x-ray unit housed in a trailer and manned by two x-ray technicians, a nurse, and clerical help. Films on each employee are taken at the place of work, either in the trailer, or in the plant building itself. The x-rays are taken at the rate of two every five minutes, so that little time is lost by each employee.

Recent technical advances in the field of x-ray have made it possible and practical to x-ray large groups of people. It is a known fact that tuberculosis is a communicable disease which usually has a slow onset and few or no symptoms until the disease has reached an advanced stage. By the time symptoms occur and the physician has an opportunity to diagnose the disease, the patient has frequently lost his chance



PAUL S. PHELPS

for recovery and already passed the infection on to his associates. Mass x-ray examinations of groups of apparently healthy people such as those employed in industry are the best and often the only way of detecting tuberculosis early when it may be most successfully dealt with, and before it has been spread to others. Such a program is of real benefit to the employee, the employer, the community and the State. It is of tremendous value to the employee with active tuberculosis since he may secure treatment in a more favorable stage of the disease. The

chance of infecting others is thus decreased, time off for treatment is reduced, results of treatment are more apt to be permanent, and the financial expenditures are significantly diminished.

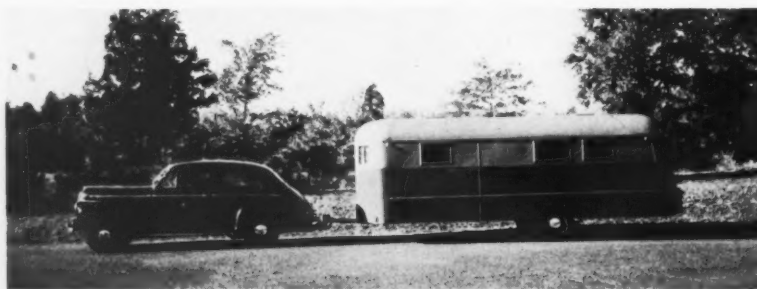
The employee with inactive tuberculosis is fortunate in that he has been made aware of his disease and may, under medical supervision, prevent reactivation or recurrence. Under adequate medical supervision, he may continue to work without danger to himself or others.

The non-tuberculous employee receives a double satisfaction in the knowledge that he has no x-ray evidence of significant disease in his chest, and that he is working in a "protected" industry.

There is much to be gained by the employer in mass x-ray surveys, particularly if this program is sponsored by him. The employer in Connecticut has assumed a certain interest and responsibility in regard to the health of his employees, and rightly so, for it has long been recognized that he has a responsibility to his employees. Carrying out a mass x-ray program is a very concrete demonstration of that concern. This service provides a means of preventing the spread of tuberculosis within the industry. It provides a means of adjusting the type of work being done by the employee with healed or inactive tuberculosis. This can be brought about on the advice of the family physician, and may well be mutually advantageous to both employer and employee. This of course assures for the employer the greatest amount of work efficiently done over a prolonged period. Training a man to do certain technical work often requires months and sometimes years of training. It is good economy on the part of both employer and employee to know with a reasonable degree of certainty the state of health of the individual being so trained, and to take every precaution to assure that this trained employee is not being exposed to a serious communicable disease in his working hours.

Advantages to the community and the state obtained through x-ray examination of industrial workers are numerous. In order to appreciate these advantages a little information concerning the situation as it exists today is necessary.

I think it is safe to say that 90 to 95% of tuberculosis cases who undergo sanatorium treatment receive some form of public aid.



MOBILE X-RAY UNIT, manned by two x-ray technicians, a nurse and clerical help under the direction of the Department of Tuberculosis Control of the State Tuberculosis Commission, which is traveling throughout the state taking chest x-rays of industrial employees. The unit is equipped to handle two employees every five minutes.

In our state sanatoria in 1941, less than 0.1% of the patients paid the full cost of sanatorium care. In 1943 the percentage is only 0.14%. This is significant when one considers that wages are now at an unusually high level.

Of the ten to twelve hundred persons admitted to state sanatoria each year, 85 to 90% are in an advanced stage of the disease, and require months and years of treatment for which the individual is unable to pay any part of the expense in over 30% of the cases, and can pay the full cost in only 0.1%.

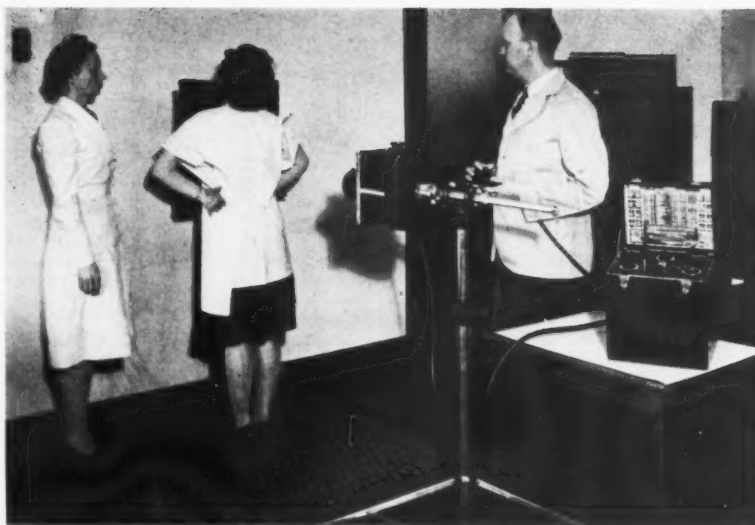
It is also a known fact that approximately 2.3% of industrial employees in this state have x-ray evidence of pulmonary tuberculosis, about 35-40% of whom have the disease in an active form, and require some form of active treatment, usually in a sanatorium.

When these employees in industry develop symptoms which prompt them to seek medical attention, their disease is advanced, and many have infected others with whom they live and work. Thus the state pays not only for the care of the original patient, and frequently assists in the care of the family, but also must eventually pay in part or in full for the care of others developing the disease from him.

The cost of each case of tuberculosis requiring treatment has been calculated by various authorities to be \$10,000-\$25,000 depending on the extent of the disease and various other factors.

By finding the cases early in the symptom-free stage of the disease, the time necessary for treatment and the cost to the individual and state will be markedly reduced, and the chance of spread of the disease to others will be reduced to a minimum.

Now more than ever industrial x-ray surveys are necessary, for we have had a tremendous influx of war workers into this state. Their living quarters are frequently inadequate and crowded. Many young women are now being employed for the first time in arduous war work. Long hours of work, insufficient rest, inadequate diet, crowding at home and in industry, all contribute to the break down of latent or quiescent cases of tuberculosis, and the spread of this disease. By taking advantage of the opportunity offered by the State Tuberculosis Commission, industrial leaders have within their power a most effective method of protecting the health of their employees and making a tremendous contribution toward the control of tuberculosis in



PHOTOGRAPH showing equipment, personnel and method employed in mass x-ray surveys. The charge for this service at present is one dollar per x-ray which is calculated on the basis of actual cost.

the community at very little expense.

These surveys have been carried out during the past two years by the Department of Tuberculosis Control of the State Tuberculosis Commission in approximately seventy industrial concerns throughout the state. In these surveys, 2.3% of the employees x-rayed were found to show x-ray evidence of significant adult type of tuberculosis, and between 35-40% of the cases found have been active enough to require sanatorium care. In other words, approximately 0.8% of the employees in industry have tuberculosis requiring sanatorium care.

To illustrate what one may expect to find in the course of such x-ray surveys, an analysis of 6386 individuals examined in industry follows. Some of the conditions noted represent serious conditions, others represent findings which may be serious, and still others are incidental findings of no particular significance to the individual.

In going over the various types of conditions found in the chest of apparently healthy individuals, it will be noted that an occasional case of silicosis is found.

It is extremely important for the employer to know that there are cases of silicosis among his employees for two reasons.

1. He can investigate to be sure that a silica hazard does not exist in his factory.
2. He can adjust the type of work being done by those showing x-ray evidence of silicosis so that

dust exposure is ruled out or reduced to a minimum.

If the employer is not cognizant of the situation, he may be unaware that he has an industrial hazard until such time as the men employed have silicosis to the extent that they are disabled. The employee has even more at stake than the employer, his health and livelihood.

To date these x-ray surveys have proved not only feasible, but extremely valuable from the standpoint of all concerned. Industry has had nothing but favorable reactions to the procedure.

The Department of Tuberculosis Control has at present portable x-ray equipment which may either be housed in a trailer designed for the purpose, or may be taken into suitable space provided in the factory. Power for running the apparatus is secured from any electrical outlet of 110 volts. If the trailer is used (and we prefer not to use it in extremely cold weather) it must be located at least within seventy five feet of an electric outlet.

The conventional 14x17" cellulose x-ray film is used.

An x-ray technician and his assistant, a nurse, and clerical help, travel with the unit.

Policies involved in carrying out x-ray surveys:

1. As far as the Department of Tuberculosis Control is concerned, these surveys are voluntary on the part of the employees.

(Continued on page 39)

NEWS FORUM

This department includes digested news and comment about Connecticut Industry of interest to management and others desiring to follow industrial news and trends.

THREE DIRECTORS and two officers were elected by Pratt & Whitney Division, Niles-Bement-Pond Company, West Hartford, at a recent meeting of the board. The new directors are John B. Byrne, president, Hartford-Connecticut Trust Company, and Benjamin H. Gilpin, vice-president, general manager and treasurer, Chandler-Evans Corporation, and Milton E. Chandler, vice-president in charge of engineering for the latter concern. The new officers are Richard W. Banfield, advanced from assistant secretary to secretary, and Ernest J. Meuton, from chief cost accountant to assistant secretary.

★ ★ ★

ALFRED C. FULLER, president, MAC, in a talk a short time ago to the Springfield Chapter, American Society of Tool Engineers, urged that all cities in Connecticut and Western Massachusetts be withdrawn from the "critical labor area" classification.

He attacked handling of the manpower situation by the Federal Government and referred to Form 270 whereby the Government estimates manpower needs. He said the methods used results "in gross inaccuracies" and said upon these inaccuracies procurement agencies are instructed whether any further contracts should be given.

Mr. Fuller proposed that Form 270 be thrown out with all its ramifications. In its place, he urged, "Let the manpower director for the areas handle the employment needs of each individual concern by himself in an advisory capacity."

★ ★ ★

COPIES OF THE REVISED stabilization program, recently adopted by the Danielson-Putnam management-labor committee and approved by the regional director, have been mailed to employers and representatives of labor in the area, according to announcement by Charles McDonald, deputy director of the New London war manpower area. The revised program now in effect establishes control over the hiring of labor in Brooklyn, Canterbury, Eastford, Killingly (Danielson), Plainfield, Pomfret, Putnam, Sterling, Thompson and Woodstock.

★ ★ ★

LEONARD M. HOUGH, vice-president, Collins Company, Collinsville, has been elected chairman of the Foreign Trade Committee of the Manufacturers Association of Connecticut. The committee acts as a consulting and advisory body for manufacturers interested in international trade.

FORMER CONGRESSMAN LeRoy Donnelly Downs has accepted an appointment as War Manpower Commission director for Fairfield County, a post which pays \$6,000 a year salary.

★ ★ ★

NORWICH PLANT of Hamilton Standard Propellers, division of United Aircraft Corporation, has shipped propeller No. 25,000 to the Armed Forces. About a year and a half old, the Norwich plant shipped its first propeller in July, 1942. Since that time the plant has operated at a high rate of production turning out quantities of propellers far in excess of original estimates.

★ ★ ★

SIXTY-NINE EMPLOYEES of Bridgeport Brass Company, formerly with the armed forces, have received honorable discharges and are back at work with the company. Of the group 47 have returned to their former jobs at the mill and 22 are employed in the fabricating division. A blue star placed at the side of the name of each of these men on the company's honor roll indicates they are now back on their jobs on the production front.

★ ★ ★

STATE MANPOWER DIRECTOR William J. Fitzgerald has announced reclassification of Bridgeport from a No. 1 to a No. 2 labor shortage area, effective Jan. 1. The reclassification will make it possible for procurement offices to renew war contracts in the city's plants and at the same time make possible the procurement of new contracts by the plants.

★ ★ ★

CURTIS H. VEEDER, inventor and manufacturer, died recently at Hartford Hospital. About 1895 he founded Veeder Manufacturing Company, of

MILL TO THE RESCUE

Our adjoining paperboard mill where every operation is under our direct control has often in these days of shortages saved customers from disappointment. And sometimes, too, the customers of our competitors who must depend upon outside sources for their board, and who we have been glad to assist when possible.

Something to remember in your planning for the time when postwar packaging is in full swing again, and when adequate supplies of Folding Paper Boxes may be subject to many readjustments.

ROBERTSON
PAPER BOX COMPANY
MONTVILLE, CONN.
NEW YORK OFFICE
420 LEXINGTON
AVENUE

which he was the first president, retaining that office until 1928 when the company was merged, forming Veeder-Root, Inc., of which he was a director at the time of his death. Mr. Veeder was the holder of more than 150 patents on mechanical devices.

★ ★ ★

A STUDY by the Bureau of Foreign and Domestic Commerce, U. S. Department of Commerce, shows Connecticut probably has passed the zenith of its war-induced influx of population. This state had a civilian population of 1,766,000 on May 1, 1942, and had dropped to 1,753,000 on Mar. 1, 1943, although the latter figure was still above the 1,707,000 population on April 1, 1940.

★ ★ ★

FRED S. TROUP has been elected president of G. E. Prentice Manufacturing Company, Berlin, succeeding the late George E. Prentice, who was killed recently in an automobile accident. The new president has been connected with the company for 26 years. A. B. Porter, with the concern since its founding in 1912, was elected to the newly created position of board chairman, while still retaining his post as treasurer.

★ ★ ★

CONNECTICUT PLANTS during the past year have turned out more equipment and materials of war on a basis of dollar volume per capita than any other state in the nation, said Gov. Raymond E. Baldwin recently in a statewide broadcast. "An important factor in this record," said the Governor, "has been that here in Connecticut we have been able to produce more because we have had less loss of man-hours due to labor troubles."

★ ★ ★

STATE LABOR COMMISSIONER Cornelius J. Danaher has announced that employment of 16 and 17 year old youths in hazardous jobs in Connecticut industry is practically non-existent. "Due to the co-operative attitude of Connecticut manufacturers there is no problem in this state regarding the hazardous employment of minors in industry", the commissioner announced.

H. K. PORTER, Inc.

hits new production peaks to meet urgent fighting needs for HKP WIRE CUTTERS



Photo by U. S. Army Signal Corps

The sudden responsibility thrust upon H. K. Porter, Inc. of Everett, Mass. to supply our Armed Forces with wire cutters at an unprecedented rate was a challenge to production ingenuity! Quality wire cutters—new designs and modifications of standard models—were a vital military requirement. H. K. Porter, Inc. accepted the challenge. Despite limited plant facilities and floor space, every possible step was taken to force existing facilities to the utmost, on a 24-hour-a-day, 7 day week basis. With the assistance of Plocar Engineers, new layouts, new methods, improved controls were *successfully* instituted. Today, "HKP" tools are being delivered on time. Similar cooperation—plant engineers with the Plocar staff—is available to plants heavily burdened with war production. Write:



in cooperation
with

JOHN J. PLOCAR COMPANY

Singer Building, Stamford, Conn. • Tel. Stamford 3-6815

Representatives in principal industrial areas

BUSINESS AND INDUSTRIAL MANAGEMENT CONSULTANTS

Boston Office

238 Park Square Building

PLOCAR ENGINEERS

GRINOLD

**CAN FURNISH
THESE INDUSTRIAL SUPPLIES FROM STOCK**

5"—6"—8"—10" Universal 3-Jaw Chucks

Bench Grinders

Electric Drills

Dremel Electric Hand Tool Sets

Air Compressors, All Sizes

Air-welding and paint spray hose

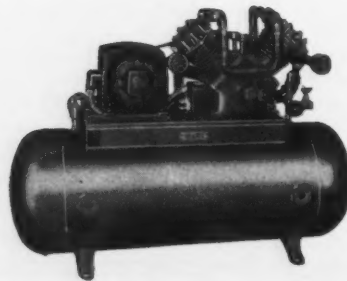
Atlas Lathes, Drill Presses, Shapers, Millers

Bonney Small Tools, Wrenches, Hammers,

Screw Drivers, etc.

Timken, Fafnir, New Departure Bearings

*A call to our nearest store
will help in solving your
war production problems.*



*Automotive replacement
parts carried in stock.
Precision machine shop
service.*

GRINOLD

AUTO PARTS INC.

354 Hudson Street
786 Bank Street
25 Main Street
152 East Main Street

HARTFORD
NEW LONDON
NEW BRITAIN
TORRINGTON

Phone 7-1126
Phone 5388
Phone 2977
Phone 7402

HERBERT L. CRAPO of Hartford, ex-newspaperman, has been appointed by the State Postwar Planning Commission to be its executive director. His duties began Jan. 1 at a salary of \$7,500 a year.

★ ★ ★

THE COLD FORGING MACHINE and Header Machine business of The E. J. Manville Machine Co. Inc. have been sold to, and taken over by, the National Machine Company of Tiffin, Ohio, the transfer to be effective as soon as the present orders of The Manville Company, now in process, are completed. The Manville products will, from then on, be manufactured by National Machine Company, under the name of The E. J. Manville Machine Co. Division of that Company.

★ ★ ★

THE JANUARY QUOTA of new bicycles for this state was set by OPA at 255, a drop from December's 662, and a much greater cut percentagewise than in the national total which was slashed from 30,833 in December to 15,800 in January. The January reserve quota for Connecticut is 85 bicycles against 331 in December.

★ ★ ★

EUGENE VINOGRAPHOFF of the War Manpower Commission has been asked by Congressman William J. Miller to turn over to him a report on the most recent survey of Hartford's manpower needs. The congressman also requested that if the commission's own findings do not justify removing the area from the "critical labor area" classification a hearing be held on the subject. "I am confident," Miller said, "that I can convince your agency that the present program is working a severe hardship on the smaller industries, particularly."

★ ★ ★

A MEETING was held recently in Hartford to plan for the rehabilitation and re-employment of 11,000 veterans already returned to Connecticut and for the thousands who will return. Attending were state and municipal officials, state and federal employment heads, and representatives of various veterans organizations from all parts of the state. The conference was sponsored by the Veterans Employment Service and the United States Employment Service.

WAR MANPOWER COMMISSION officials have informed Congressman William J. Miller that recruitment of labor outside the Hartford area for work within the area, or reduction of estimated labor needs, would justify Hartford's removal from the list of acute labor shortage areas.

★ ★ ★

MISS EDNA PURTELL, State Labor Department industrial investigator, has reported that there is still room for improvement in sanitary facilities for women workers in Connecticut war plants, although definite strides have been made, she said, in the direction of general betterment in many instances.

A short time ago the Labor Department called attention to unsatisfactory conditions in many factories. Since then an effort has been made by the department to have specified faults corrected.

★ ★ ★

THE BUREAU of Foreign and Domestic Commerce of the U. S. Department of Commerce has issued statistics comparing war output with pre-war production. The figures show Connecticut to rank among the foremost of the states in manufacturing for war purposes. In 1939 manufacturing production and investment, this state ranked 14th with 2.17 percent of the national total and a dollar valuation of \$1,263,000,000. In war output in the period June, 1940, to July, 1943, Connecticut ranked 9th with 4.16 percent of the total national production and a cash value of \$5,531,000,000.

★ ★ ★

GOVERNOR BALDWIN has been informed by Alfred C. Fuller, chairman of Connecticut War Council's manufacturing committee, that three recommendations made by the former to simplify procedure and eliminate delay in processing Connecticut cases have been adopted by the New England Regional War Labor Board.

The recommendations were: The publication of sound and tested wage rates; a circuit idea whereby the regional board would meet in various cities to conduct hearings and pass judgments, and dissemination of more complete information on individual cases to the parties interested. The circuit hearing idea was scheduled to be put into operation during January.

GENERAL ELECTRIC WATER COOLERS AVAILABLE FOR INDUSTRY



- Authorized Repair Shop serving Connecticut industry.
- Service Department covering Connecticut completely.
- Service and Maintenance Contracts available for all users of General Electric Water Coolers.

THOMPSON WATER COOLER CO.

AUTHORIZED G. E. DISTRIBUTOR

265 CHURCH ST.

NEW HAVEN

TEL. 7-0115

WATERBURY 4-3319 • HARTFORD 2-1789
BRIDGEPORT 3-5787

**CONSOLIDATED REPORT OF SCRAP MATERIAL MOVED IN THE STATE OF CONNECTICUT
FROM INDUSTRIAL PLANTS ONLY AND AS REPORTED TO 14 INDUSTRIAL SALVAGE
COMMITTEES THROUGHOUT THE STATE FOR THE YEAR 1943**

	Total All Scrap Material	Iron and Steel	Non-Ferrous	Other Scrap
NEW HAVEN WPB DISTRICT	270,514,832 lbs.	216,207,133 lbs.	39,815,166 lbs.	14,492,533 lbs.
HARTFORD WPB DISTRICT	362,291,272	297,414,543	52,866,318	12,010,411
BRIDGEPORT WPB DISTRICT	149,090,185	95,916,991	37,395,722	15,777,472
Total	781,896,289 lbs.	609,538,667 lbs.	130,077,206 lbs.	42,280,416 lbs.

The need for collecting industrial scrap in 1944 is presently recognized as a most important activity.

The over-all production of war materials and equipments is scheduled for a substantial increase in 1944 over 1943 although, due to changes in military strategy and equipment, the 1944 production may vary materially from that of 1943.

These changes mean therefore that materials to be emphasized by industrial salvage activities in 1944 may not be those that were short in 1943.

Production will be down in certain commodities and equipments and some materials may be plentiful but not all of them. These facts should not influence industrial plant executives in the belief our problems on materials are solved, as this is definitely not the case.

The immediate shortages are iron and steel scrap for open hearth furnaces and paper of all classes and grades, with special emphasis on corrugated types. These shortages are most critical and will undoubtedly continue to be so until the war ends.

Materials from dormant equipment make the best useable scrap for open hearth furnaces and, although plant surveys have been made, another one will unquestionably disclose additional equipment that could well be on its way to the mills.

Collections of iron and steel scrap are very well taken care of but the collecting of paper is a real problem. Industrial executives can be of help if when one of their trucks is making a routine trip they will deliver waste paper to the nearest dealer.

A further suggestion to ease the paper situation is for executives to immediately scrap the oldest year's records, cards, correspondence, etc. now in the files. The burning of useable waste paper is comparable to outright destruction of necessary supplies to our armed forces.

Flexibility in all salvage organizations is important in order that we may be ready at any time to take up those problems necessary to aid in any part of the war effort.

NORWALK'S POST-WAR PLANNING Committee recently appointed by Mayor Robert B. Oliver, is perfecting a long range planning program to carry the city through the difficult years after war's end.

First job to be tackled by the committee, and considered by Mayor Oliver

to be the most important, will be adequate provision for the re-employment of men and women returning to Norwalk from the armed services. Closely allied with this problem is the re-distribution and readjustment of workers now employed in war plants.

Conversion of Norwalk industrial

concerns from war to peace time production is also a major concern of the committee.

Sub-committees will be appointed to handle specific phases of the post-war program. The mayor has stressed the fact that the committee is not set up as an omnipotent body empowered to

PRODUCTION ENGINEERING

WAGE INCENTIVES

JOB EVALUATIONS

METHODS

NEW PRODUCTS

Please ask for complete information concerning application of our technical knowledge to your problems.

R. H. WINSLOW AND ASSOCIATES

36 Pearl Street

Telephone 2-5203

Hartford, Conn.

make arbitrary decisions but rather it will work closely with civic groups operating in the various fields affected by the long range planning program.

★ ★ ★

EUGENE E. WILSON, vice-chairman of United Aircraft Corporation, has been appointed chairman of the Connecticut War Finance Committee. He succeeds Col. Thomas Hewes of Farmington who retired.

★ ★ ★

HARRY I. LEWIS has resigned as vice-president and director of American Hardware Corporation and as manager of the Corbin Screw Division, both of New Britain, effective Jan. 1.

★ ★ ★

DESPITE THE LARGE NUMBER of industrial plants in Connecticut, the state has had far less labor trouble than any other industrial state, John H. Goss, president, Scovill Manufacturing, declared recently in addressing the Rotary Club of Waterbury.

This has been due to a very large extent to the work of the state board of arbitration and mediation, Mr. Goss stated.

A member of the board since 1935, Mr. Goss attributed much of the board's success to the fact that it works primarily as a mediator, using a "process of reasoning", instead of acting as an arbitrator and having to use the "process of arbitration or legal duress."

★ ★ ★

HITTING A NEW HIGH, unprecedented in the history of the New Haven area, production figures for 1943 reached the record breaking total of \$188,018,968 according to the district office of WPB. This figure tops the 1942 dollar volume by approximately 25%.

Responsible for the outstanding showing were 51,833 workers in the area, which includes 629 plants in New Haven, Hamden, West Haven, Orange and Milford.



SAFETY AND HEALTH

By **JOHN F. DREIER**

Associate Field Representative

U. S. Department of Labor

CONTROLLING industrial accident frequency in the smaller war plants of Connecticut may seem to be purely a matter of lucky or unlucky circumstances, depending on the point of view.

Plants employing less than 500 often find themselves facing a mounting number of accidents with no visible means of control in sight. To management not familiar with modern safety planning, the situation is often an exasperating one. Particularly so, if modern equipment, good lighting and mechanical safeguards have already been installed. The question then arises as to why accidents continue to happen and the answer usually resolves into "employee carelessness". Considering the fact that planned safety in these cases often is not a part of the production program, there is some logic to the statement. But a "careless" employee usually is only as careless as his supervisor is diligent in carrying out the common precepts of industrial safety. The supervisor in turn can supervise safety intelligently only after a specific policy has been established by management.

One of the most effective means of reducing accident frequency is the following administrative plan used by a Connecticut concern: If you have an accident problem, it is a method worthy of your consideration. The company using it has consistently maintained an average of approximately 2.8, whereas the national average frequency is around 18.0.

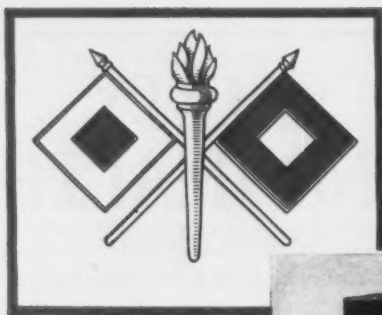
Step No. 1—Establish a Policy Committee made up of the executive officer, the plant superintendent, the personnel manager, the plant nurse and the maintenance mechanic. This committee should meet monthly to discuss safety problems and formulate safety policies. Its first official act should be the appointment of a safety director either

on a full or part-time basis. This employee will be responsible to the executive officer for carrying out the policies laid down by the committee.

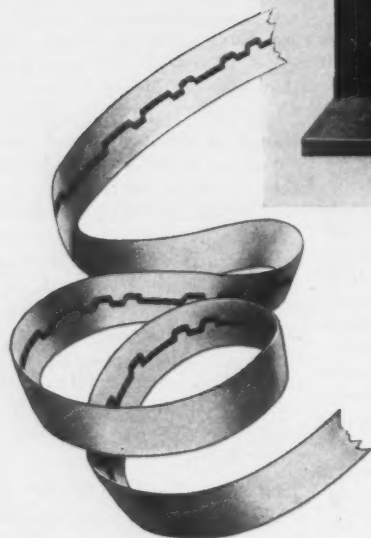
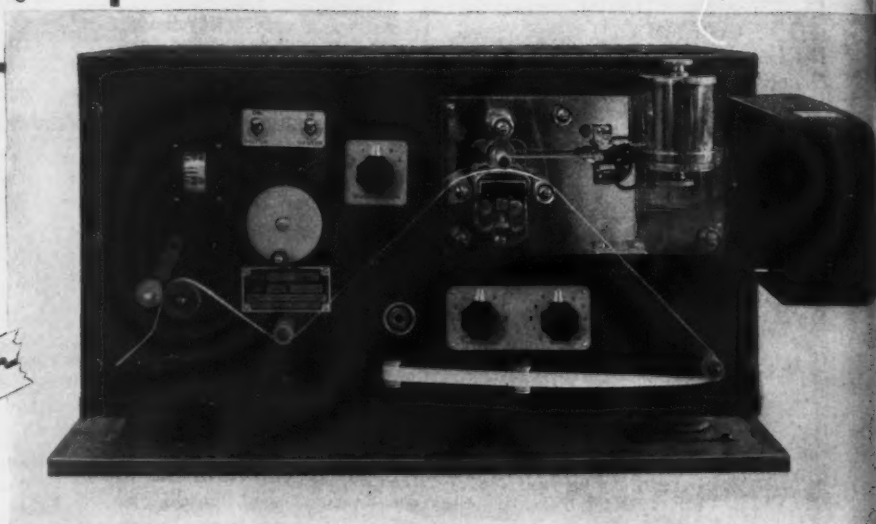
Step No. 2—Establish a General Safety Committee made up of all foremen, assistant foremen and the safety director. Meeting monthly, they will take the plan of the safety director to the various departments they represent. Suggestions, criticisms and other information obtained from foremen, assistants or employees will clear through this committee and thence to the Policy Committee, providing the condition or situation is worthy of further consideration. It will be the duty of these foremen and their assistants to be responsible for safety in their respective departments. Because safety is primarily an educational program each foreman and his assistant will talk with two employees each day for at least five minutes on the relative value of the safety habit.

Step No. 3—The Safety Director shall promote safety by repeated contact with all employees and by advice, stimulate interest in safety education, safeguarding of machinery and encourage good housekeeping. He shall act as liaison for the committees and be prepared to give general information to the corporation and all others on matters relating to safety. He shall also keep suitable records and submit such reports as are deemed necessary and obligatory for the corporation and the government.

The principal steps outlined can be adapted to fit the particular needs of any company. This organizational set-up presents the facilities necessary to handle any safety problem arising in the plant. By co-ordinating the efforts of all your supervision and charging them with safety responsibility, the control of accident frequency becomes a relatively simple matter.



Serving the



INK RECORDER

**For receiving radio and wire messages
at EXTREMELY HIGH SPEED**

Today, many messages are flashed at such high speed that no human being can receive or transcribe them directly. This machine takes such messages, and by the magic of electronics, records them with quick-drying ink on a paper tape. The messages can then be read or copied. It also has the advantage of providing a permanent record, and obviates the factor of human error.

Provided with three pens: *light*, for extremely high speed recording (over 500 words per minute); *medium*, for general purpose; *heavy*, for recordings to be played back on the automatic keyers.

These recorders are now in production for the Army.

✓
**Have you an
idea or invention
in electro-mechanics**

which you think will aid the war effort, or which has peace-time application? We'll be glad to develop it with you on a mutually satisfactory basis.

We are planning to add 5 or 6 products to our post-war line. If you have a product or idea which you believe would fit in with our activities, write Mr. W. E. Ditmars, our President, in complete detail. We will consider any practical arrangement.



GRAY

Makers of telephone pay stations since 1891



Signal Corps

New PORTABLE FIELD KEYER

*Provides audible code practice signals
from an inked tape recording*



Thousands of our fighting men in various parts of the world are getting their first training on large TG-10 Keyers built by us. Now, with this new small field model, they can maintain and improve their code speed by practicing while in locations where portable equipment is essential.

Developed in collaboration with the Signal Corps, and incorporating important features made available by the Gray Manufacturing Company, this new keyer is a marvel of compactness. It weighs only 36 lbs., and the carrying case measures only 15" x 10½" x 10".

Using an inked paper tape recording, it produces an audible signal loud enough for a group of at least 25, and when provided with headphones, will serve several hundred listeners. Has only one plug-in attachment and can be put into operation in a few minutes. Has a variable speed ratio of 1 to 5 and a top speed of 25 feet per minute.

Gray has brought to the science of electronics the technical skill and inventive ability acquired in more than a half-century's experience in building electro-mechanical devices. When Victory is won, this knowledge and ability can be counted on to make outstanding contributions to peace-time progress.



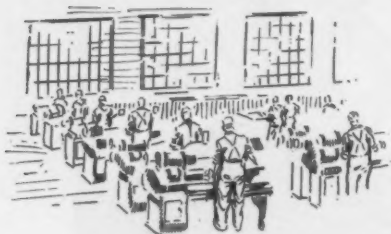
GRAY MANUFACTURING CO.

PLANT: HARTFORD, CONN.

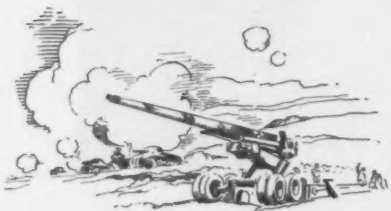
NEW YORK OFFICE: 230 PARK AVENUE



FROM PRODUCTION LINE



TO FIRING LINE



ALLEN'S LINE OF DUTY



ALL the way from production machines to battle machines—there's the *line of duty* of the Allen line. Allen Hex-Socket Screws hold together machine tool assemblies; they hold together the weapons these tools produce and they keep mechanisms solidly intact on production line and firing line.

THE ALLEN MFG. COMPANY
HARTFORD, CONNECTICUT, U.S.A.

"WORK EXPERIENCE"— A CHALLENGE TO CONNECTICUT INDUSTRY

(Continued from page 11)

uled their junior and senior subjects in the earlier school hours and left older students free to work from 12 or one o'clock on. There are, of course, many other plans besides these two which offer interesting features, and which seem to be working quite successfully in various communities in our state. Without attempting to evaluate these, we should mention the 4-4 plan which received wide publicity in a recent issue of the McCall's magazine and which seems to be quite successful in Torrington. This plan is based upon our first recommendation above and involves 4 hours of work alternating with 4 hours of school for alternating groups of youngsters.

At least one school has evolved a special program with doubled time in school study for a week during which an equal number of students to those enjoying the doubled school period are out working in industry, the two groups to exchange school and work during alternate weeks. A number of us, too, are familiar with the "cooperative" plan of one junior college in a large Connecticut city by means of which students work for varying times in industry and are then released to study subjects related to their work at the college. While no high school is using a cooperative plan to our knowledge at this time, it might offer possibilities of interest to some communities.

Series of Standards Should Emerge

It would appear that almost as many plans as there are communities might be expected to emerge for consideration, with certain of the more efficient and defensible receiving the widest approval. The point is not so much exactly what the plan is, granting that it protects and fits the needs of youth, and offers as much job training and supervision as industry can provide, so much as that something concrete be done to attempt to bring order out of the present chaos and some guidance and help to the present part time student worker. We are, again, now deal-

ing with an emergency demand for young people in industry and enterprises all over our state. We are not now discussing the type of training in work and for work which promises so much to employers of labor in the future.

One thing which ought to emerge from all these ways of meeting the war demands for our boys and girls is a series of standards by which we can evaluate the benefits to the employer and to the young person of any plan which would release young people to industry during their school careers.

Requirements of An Ideal Plan

The following requirements of a work experience which would benefit the student and the employer of labor seem self-explanatory. We assume from the beginning that the ultimate interest of the student and the ultimate, rather than any immediately selfish interest of industry, will be paramount. Actually, the best ultimate interest of industry (and you will remember the early opposition in many industries to industrial safety programs and group hospitalization) has always been the best interest of the worker, in this case the worker-to-be, our student of today.

First of all, the student should have a physical examination, either formal or informal, to determine whether or not he is physically capable of adding the outside of school work to his daily schedule. Please note that this examination has quite a different purpose from the usual factory physical examination.

Second, the student's placement in the industry or enterprise should be under the control and supervision of the school authorities working with management. The assumption here is that a pooling of knowledge about the student, and of the job, will result in a healthier placement situation. With the large number of students who are even now working after school in so many different types of jobs in every community, a surprising number of Connecticut schools have already appointed a work coordinator, or assigned a teacher or teachers with a decreased teaching load to assist in the supervision and control of the present problem.

The third requirement of the ideal would be to arrange some kind of

follow-up system, preferably through a coordinator and a combined management, labor, and school committee whereby the values of the work to the student can be emphasized, and any possible harmful effect on the student's school program and personal growth may be minimized.

Two final criteria of a work program in a school are probably implied above. We will all agree, first, that a really valuable work experience should provide the newcomer to work and industry a chance to explore as thoroughly as possible a number of trades and occupations, to expand his vocational horizon; with the implication, secondly, that he be more or less rather carefully selected for the job and that the job be rather carefully selected for him.

One final consideration should certainly be mentioned here. May I quote from Aubrey Williams, former Administrator of the National Youth Administration: "Work and education constitute a large part of the birth-right of America's young people. Every youth wants to earn and to learn. Earning and learning need not and cannot always be sharply separated. Each is necessary to the maturing of youth. Each is needed in varying proportions for every young person at different stages, governed by his particular abilities and by his economic circumstances. As the opportunities for young people to work beside their parents in the home, on the farm, and in the family-owned shop or small business constantly decrease, it becomes more and more imperative that work experience shall become available in connection with schooling. . . ."

No quotation is needed to point up the dissatisfaction which many employers of labor feel with many of the young workers who are now entering, or who have entered the gates of industry in the immediate past. We hear phrases like "the bottom of the labor market", and so on; and underneath there is a displeasure which we cannot help but admit has some justification, with a really large number of young people who have never learned the satisfaction of honest work for its own sake, respect for self and for self-accepted authority, and an honesty that insists on giving a dollar's worth of effort for a dollar of pay. We do face now a threatening situation in this demand from industry for our high

school youth on the present wholesale scale. We do face the knowledge that many of our young people over the nation have never been properly inducted into the world of work. There is a movement to lower the work age at which our students can accept jobs from 16 to 14. The farm, the stores, and the factories clamor for more workers.

The Record Speaks

American education and American industry face this situation with an interesting record immediately behind them. With public education given the financial means and the industrial support this is what happened in the 1½ years before America entered this war. The schools trained, with definite cooperation from industry, in 1½ years 1,776,000 workers for industry. This against 61,000 during the whole of World War I.

Both the school and industry can certainly applaud and encourage the present interest, evident in so many Connecticut communities, in the establishment of a pattern, to finally and at long last, help young people to begin the most important phase in their lives; to begin their work careers effectively. We are making a small (although in the aggregate, imposing) but certainly a sound and healthy beginning.

Finally, it is really almost a necessity that the school and labor and management in cooperation turn this present need for youth labor definitely into the opportunity that it is. We can do exactly this in our State: in meeting a situation which we cannot well evade, bring into our schools and into our factories—for those students who will work all of their lives in our factories, and who have always needed the stimulus of plain, garden variety work—a work-school program which will establish a pattern for the future and offer both the employer and the young person a distinctly healthier and better product. Let us not forget the pattern of the past. If American industry and American education do not take at least part of the responsibility for helping the young American adjust himself to the world of work, another agency outside of industry and the school will certainly spring up to do the job and once again we may not like it.



BIGELOW BOILERS

RIVETED or WELDED

Fire Tube 10 to 300 horse power

Water Tube 7,500 to 200,000 pounds of steam per hour.

Investigate the possible savings through a survey of your power plant by a consulting engineer.

The oldest and largest manufacturers of steam boilers in the New England States

THE BIGELOW CO.

172 River St.

New Haven 3, Connecticut

Services At Your Door

THE HENRY SOUTHER ENGINEERING CO.

Engineering & Chemical Service

Research Facilities for Industry

Hartford,

Conn.

WOODWORK

C. H. DRESSER & SON, INC.

Factory—Cabinet—Special Wood work of All Kinds

287 Sheldon St.

Hartford



Men and women workers use Protok for hands to prevent machine oils, grease, etc. from causing skin irritations.

APOTHECARIES HALL CO.

Distributors

WATERBURY, CONN.



NEW HAVEN DOCK

T. A. D. JONES & CO.

I N C O R P O R A T E D

B R I D G E P O R T . C O N N . . . N E W H A V E N . C O N N .

D I S T R I B U T O R S

BITUMINOUS COAL INDUSTRIAL FUEL OIL

S E R V I N G S O U T H E R N A N D W E S T E R N N E W E N G L A N D

V I A

R A I L . . W A T E R . . T R U C K S



EXPORT NEWS

By W. ADAM JOHNSON, *Director, Foreign Trade Dept., and Manager Hartford Cooperative Office, Bureau of Foreign and Domestic Commerce.*

PREDICTIONS:—Fred D. Lehn, Director, International Division, Underwood-Elliott-Fisher Company, New York, N. Y., a member of the Foreign Trade Committee of the Association, reported to the committee's January meeting that the New York Export Managers Club has made a survey of its members regarding their opinions on several subjects pertinent to any postwar planning. As chairman of the program committee, Mr. Lehn summarized the returns and reported his findings as follows:

"With reference to Question No. 1 as to the date of the end of the war. First in Europe: there were 74 votes cast for 1944 and accordingly 1944 represents the consensus of opinion insofar as Europe is concerned. There were three members who said 1946 but there was no 1945 vote for Europe.

"In Asia there was 22 optimists who voted for 1944, with one specifically noting July 4, 1944, as the date. There were in all 48 votes for 1945, with December 7, 1945 noted in one in-

stance. He was a sentimentalist. There were 17 who thought that 1946 would bring victory in Asia. There were 2 who voted for 1947, 2 for 1948, and 2 for 1949. The consensus accordingly is for 1945.

"Question No. 3 involved postwar prospects for United States export trade. Incidentally, you will recall that we made three categories: good, indifferent, and bad. In the good category Latin America had a commanding lead, with 84 votes. South Africa was second, with 77. China and the East Indies followed with 62 each. The Scandinavian countries, chiefly Sweden, were next, with 60. Australia, India and Great Britain were considered good prospective markets by 56, 54, and 51 members respectively. 'Also ran' places were won by western Europe and Russia with 25.

"It is interesting to note that whereas 12 members thought that eastern Europe had good prospects, 38 members classified the same territory as indifferent and 38 as bad. Similarly,

10 members thought that Italy would be a good postwar market; but 42 said indifferent and 30 said bad. Germany got 5 votes as good, 18 as indifferent, and 60, as bad. Japan fares worse, getting two votes as good, 13 votes as indifferent, and 69 as bad.

"Summarizing the consensus of opinion, which is definitely optimistic, the votes in the markets referred to were as follows: Good, in this order: Latin America, South Africa, China, East Indies, Scandinavian countries, Australasia, India, Great Britain, and Western Europe. Indifferent: Italy, Eastern Europe and Russia. Bad: Japan and Germany.

"Question No. 4 related to prospects for currency stabilization. The consensus of opinion of "good" was shared by 45 of our members. There were 20 who said fair, 14 said poor, and 6 said necessary and probable; two said unpredictable, and 3 said impossible or never. One member merely contended. 'Too deep for me.'

"Question No. 5 referred to the probable fate of small countries in the reconstruction of Europe but the census heavily favored the disappearance by absorption in the U.S.S.R. or otherwise of Latvia, Esthonia and Lithuania, and the reestablishment of Czechoslovakia as an independent republic.

"Question No. 6 asked about the continuation of government controls affecting export activities. The consensus of opinion emphatically stressed the thought that controls would be continued. Of the 74 affirmative votes cast, 24 members thought controls

Advertising
IDEAS for
Manufacturers
PLANS • COPY
LAYOUT from
start to finish
TELEPHONE 2-2823

*General Advertising Agents
and Marketing Counselors*

NEWSPAPERS • MAGAZINES • RADIO

*We plan and supervise every detail
of your advertising campaign*

MANTERNACH, Inc.

172 HIGH STREET • HARTFORD, CONN.

PLASTICS

EVENING STUDY FORUM
to be opened at an early date
in **HARTFORD**

Classes now operating in
Bridgeport, New Haven and
Waterbury.

For full information call,
write or 'phone:

**PLASTICS INDUSTRIES
TECHNICAL INSTITUTE**

955 Main St. (Tel. Bridgeport
6-1189)

Bridgeport 3, Conn.

Member: Society of Plastics Industries

We specialize in . . .

**GROUND THREADS
GROUND GEAR TEETH
GROUND SPLINES
GROUND CAMS
BROACHING**

For full details write:

The Hartford Special Machinery Co.
Hartford, Conn.

Manufacturers of

FIRE BRICK

**IN ANY SHAPE
OR QUALITY DESIRED**



**THE
HOWARD COMPANY**

250 BOULEVARD
NEW HAVEN, CONN.
TEL. 7-2040

would be continued for one year or less; 13 members for two or three years; and 16 members for as long as five years after both wars were won. There were 7 members who thought that Government controls would continue on a partial or reduced basis; and 7 others thought controls would be removed by easy stages and reasonable promptness. There were four out-and-out optimists who thought that governmental controls would cease to operate immediately upon cessation of hostilities.

"Question No. 7 requested information with regard to present postwar planning activities. There were 27 comments that were classified as limited as compared with 26 that were classified as considerable, with 18 members reporting that little or nothing was being done. The consensus seems to indicate that less rather than more is being done at the present time.

"Answers to Question No. 8 indicated that the great majority of our members favor home office control of publicity activities in export territories. Only 13 members said 'No.' One member who voted 'Yes' qualified his answer by adding, 'Except in major markets.'

"Answers to question No. 9 show, with reference to postwar activities, that 79 will have foreign dealers or agents; 37 will have export and import commission merchants; 36 will operate manufacturing or assembly plants abroad; 31 will have subsidiary company operations abroad; and 17 will operate branch offices abroad. Other arrangements referred to embrace New York buying agents combination plans (none of which was specified in detail), warehousing projects, direct buyer contacts, and six home office executives other than the export manager.

"Question No. 10 had to do with what will be our foreign competition in postwar world markets. Our members feel that our principal competition will come from Great Britain, Germany, Europe and Russia in that order.

"In question No. 12 we asked about experiences with program licensing. There were 37 members who reported favorable experience and 26 unfavorable experience. One member commented that licenses were restricted to the hand-picked importers and were routed to favored manufacturers."

★ ★ ★

U. S. EXPORTERS FIND DIFFICULT TRADE OUTLOOK:—The

New York Herald Tribune published under date of January 3rd an article pointing out that the rigid censorship system in Latin America is giving business a major worry. United States exporters are not so sanguine over post-war trade prospects as they were a year ago or two ago, realizing that their big potential markets in Latin America, Russia and the Middle East will soon begin to slip away unless Washington takes the initial steps to "reconvert" foreign trade to a peace-time basis.

One of the worst things that foreign traders are up against at present is the rigid censorship system which prevents business houses in Latin America from advising their United States connections by cable, telephone or letter what is going on in the business and political world down there. And at the same time it is difficult for exporters to get down to see for themselves what goes on because of the lack of travel priorities. Yet it is well known that British interests have flocked to this important trade area in considerable force.

★ ★ ★

RESTRICTIONS PLACED:—In one country after another below the Rio Grande, restrictive regulations have been placed on imported American products while the new local industries so rapidly becoming established in several nations are making preparations to demand tariffs and other protection. War restrictions on trade intelligence is proving a definite hardship on foreign trade when the economic and political picture in South America is changing almost daily.

Some trade observers are beginning to feel that far too much energy was wasted in 1943 in blasting away at this or that minor government official and the inevitable red tape and paper work that accompanies war-time trade regulations while such policy matters affecting the long-term trade outlook as joint area pacts, government-to-government transactions, program licensing, bulk purchasing and the operations of the foreign supply missions apparently received scant attention in relation to their paramount importance after two years of war.

★ ★ ★

URGES STRONG STAND:—Program licensing, for example, has given agents of foreign nations the power to license American exporters. Members

of at least one of these missions are quoted in trade gossip as wondering "just how long they can get away with it." Representations have been made repeatedly to government officials showing that the foreign supply missions are detrimental to private American trade interests. The invariable reply is that such matters are of concern to Washington but that authorities there have had little jurisdiction on the setting up of such missions. One well informed trade official recently made the observation that if the Foreign Economic Administration "wants to 'Amtorgize' foreign trade, just keep on doing nothing about this situation."

One difficulty has been that American manufacturers have been so busy on war production and the problem of filling domestic civilian needs where possible that they have given little thought to foreign trade matters.

NO DOCUMENTS, NO HISTORY!

(Continued from page 9)

tribution of your own organization towards victory. Below is a suggested outline. The documents you save will fill in the story.

1. Civilian goods produced before conversion.
2. War production for U. S. or Allies before Pearl Harbor (if any).
3. Negotiation of war contracts.
4. Conversion to war production.
5. Priorities.
6. Manpower and training problems.
7. Labor-management relations.
8. Inventions, new machinery and methods.
9. Use of products in war effort, performance records of products.
10. Re-negotiations, production shifts, termination of contracts, relations with governmental agencies.
11. Post-war planning and reconversion to civilian production.
12. Employment of veterans.

Industrialists know that now as never before they must sell their story to the public. What better way than by showing how private industry saved our liberties? But if the records are not preserved now, the story will not properly be told later. "No tools, no munitions; no documents, no history."

ACCOUNTING HINTS

Contributed by the Hartford Chapter National Association of Cost Accountants to stimulate the use of better accounting techniques in industry.

WAR CONTRACT TERMINATIONS

AS the war progresses we must expect changes in the requirements of our armed forces and as a result we will find an ever-growing increase in the terminations of present war contracts. Manufacturers must be prepared to meet these changes and should set up a procedure which will enable them to present their claims as early and as completely as possible so that the charges will receive prompt approval and settlement.

First, appoint a Termination Officer. Do not wait until cancellations begin. Many concerns have selected their Credit Manager as the Termination Officer for in most cases he is the one who will handle all of the correspondence and he is the one actually looked to for collection of the accounts.

Immediately after receiving the cancellation notice, the Production Department should be notified to cease all production and they should take an inventory of all work in process in the order in which operations are performed. This unshipped portion should be packed, properly marked for identification and stored until proper advice has been received for its disposition. Proper care should be taken to prevent deterioration.

An effort should be made to dispose of any raw material, not processed, at a fair market price provided it cannot be used on other orders. Extreme caution must be taken not to build up a questionable inventory of material for post-war uses. Government auditors will inquire whether an effort has been made to sell unused material to other manufacturers. Regulation 15, 350.2 (2).

The Purchasing Agent should be notified to cancel all commitments if possible and should advise the Cost Department of any further charges which might be expected from the supplier of materials or parts.

The Cost Department will collect all charges and build up a detailed cost of all work performed. You must be prepared to prove your costs. It seems advisable to design a form which can be either printed or mimeographed so that all information can be assembled on one sheet. Such a form will save a great deal of time for the government auditor as well as your own employees when trying to reach a settlement. You may also have to prove the percentage of completion.

When cancellation charges are billed, an allowance should be made for the scrap value of any unusable product.

As soon as possible after settlement has been reached the Termination Officer should make every effort to obtain permission to either scrap or ship the product in question so that valuable manufacturing space will not be tied up for storage purposes. Do not scrap anything until permission has been granted.

Date-stamp all incoming mail so that receipt of the cancellation notice can be proven. Any delay in the postal service may cost you a disallowance of several days work performed.

Accept no verbal orders but insist on letters of confirmation.

Cooperate with your government auditors for they will have a difficult task to perform and time means money.

Be reasonable in your claims for profit and strive for an early settlement.

★ ★ ★

The regular monthly meeting of the Hartford Chapter of the National Association of Cost Accountants was held on the evening of February 15, 1943, at the Elm Tree Inn, Farmington. Dr. Lawrence J. Ackerman, Dean of the School of Business Administration of the University of Connecticut, spoke on "The Development of Cost Accounting in the United States."



TRANSPORTATION

By N. W. FORD

Manager and
Traffic Manager

ODT SYSTEM OF TRAFFIC DIVERSION:—The Office of Defense Transportation has announced the application to the Eastern and Southern sections of the country of its system of traffic diversion to prevent rail congestion. The ODT can now act anywhere at a moment's notice to divert freight from congested to less crowded lines. These diversionary powers to prevent congestion on the western lines have been exercised by the ODT for the last ten months and in that time more than 75,000 cars of freight have been diverted by W. F. Kirk, western regional director of the ODT's Division of Railway Transport with headquarters in Chicago.

Under the present set-up, the Office of Defense Transportation is prepared to divert rail traffic quickly in any part of the United States should the occasion demand. Moreover, this re-routing can be carried out by ODT Railway Transport men in the field who are constantly in touch with operating conditions in their regions, thus

eliminating the necessity for issuing general orders from Washington.

The effect of this action, which took the form of an amendment to ODT Administrative Order 1, was to extend to J. M. Hood, southern regional director, and W. G. Curren, eastern regional director, the same ODT powers to reroute and coordinate rail traffic in their respective regions that are now being exercised by Mr. Kirk in the territory west of the Mississippi River.

★ ★ ★

ALL RECORDS BROKEN BY RAILROAD TRANSPORTATION IN 1943:

—Mr. J. J. Pelley, president of the American Association of Railroads, stated that railroad transportation broke all records in history during 1943. During this period, freight traffic moved amounted to 725,000,000,000 ton miles whereas passenger traffic reached 85,000,000,000 passenger miles. There was an increase of 14 per cent above 1942 (previous

record year) in freight haulage, 117 per cent greater than 1939, and more than one and three fourths times the volume moved in 1918, the World War No. 1 peak year. Passenger traffic was 58 per cent greater in 1943 compared with 1942, which was twice the traffic of 1918 and nearly four times as many passengers as carried in 1939. Based on present outlook, it is expected that freight traffic will increase between 2 and 5 per cent in 1944, with an increase of between 10 to 20 per cent in passenger traffic.

★ ★ ★

SHORTAGE OF TRUCK MECHANICS TO BE RELIEVED IN CONNECTICUT:

—State Manpower Director William J. Fitzgerald, in a move to alleviate a mechanic shortage threatening to cripple truck, bus and passenger-car transportation in Connecticut, has approved classification of the industry in the critical manpower shortage category. The automotive industry, by this action, was placed on a priority rating in the procurement of manpower through the United States Employment Service. Automotive mechanics already employed in other essential industries may transfer to the automotive industry if they are not utilizing their highest skill, even though their present employers refuse to grant them the availability statement necessary for other reemployment, according to the new ruling.

According to Walter P. Rolland of the Connecticut Automotive Manpower Maintenance Committee, the situation had become so critical that

GIVE US

YOUR TOUGH PROBLEMS

WE KNOW

METHODS—PRODUCTION CONTROL—WORK SIMPLIFICATION
LABOR CONVERSION—INCENTIVES—COSTS

We Can Get YOU Increased Production Through the Design of Simpler and Better Methods in ALL Phases of Your Operations

If you need help, we have
adequate personnel.
References on request.

The **WORDEN COMPANY**

MANAGEMENT ENGINEERS

STATLER BUILDING

BOSTON, MASSACHUSETTS

"Our 11th year of leadership"

between 60 and 70 per cent of the mechanical work needed on motor vehicles was being turned down because of lack of manpower and at least \$00 additional mechanics were needed throughout Connecticut to maintain the present level of transportation.

★ ★ ★

STATE LEVY ON ICC VEHICLE UPHELD BY COURT:—The Sec-

ond Federal Circuit Court of Appeals in New York recently upheld Connecticut's right to collect a tax from a trucking company which operates exclusively in interstate business. This opinion reversed a ruling by Federal District Court Judge J. Joseph Smith in Hartford.

Judge Smith had granted an injunction to the Spector Motor Service Company restraining State Tax Commis-

sioner Charles J. McLaughlin from collecting a corporation business tax from the company, which had claimed exemption from the state tax on the ground that its business was exclusively interstate. It was claimed by Commissioner McLaughlin that the company derived so much net income from Connecticut that the state was entitled to the tax.



QUERIES

By JOSEPH B. BURNS

Counsel

QUESTION 4: What is the present status of the bill to freeze Social Security rates at 1% for 1944?

ANSWER: At the time this question is being answered, the Senate had already passed a portion of the 1944 Tax Bill which carried a provision freezing the old age insurance contributions at the present 1% level for the calendar year 1944. It is expected that the House will conform to the Senate views and it is quite probable that this action will be taken in the very near future.

QUESTION 5: A man was hired in an executive capacity on July 1, 1942 by a manufacturer who had paid a bonus for the past few years to other executive employees of \$500 per year. This individual has had no advance in wages since he began to work for this company. Is it possible to pay him a bonus of \$500 without securing approval?

ANSWER: The Salary Stabilization Unit of the Treasury Department has ruled that such a bonus could not be paid without approval.

QUESTION 6: Has the Wage and Hour Division of the U. S. Department of Labor recently established a minimum rate of 40¢ per hour for the metal trades industries?

ANSWER: It was only recently that Wage and Hour Division sent notices to the metal trades informing them that such a minimum wage had been established. However, the wage order which established this 40¢ per hour minimum was issued in August of 1943 by Metcalfe Walling, Administrator of the Wage and Hour and Public Contracts Law. This new minimum wage became effective on September 13, 1943 and applied to the plastics, machinery, instruments, and allied industries, in addition to the metal trades.

QUESTION 1: Will you kindly explain or define the rulings of the National War Labor Board regarding retroactive dates for wage increases?

ANSWER: The National War Labor Board has issued a standard policy for use by itself and its regional boards in establishing certain dates upon which allowed wage increases become effective. They are as follows:

- "(1) To use the date agreed upon by the parties or fixed by their contracts or, in the absence of such agreement, the date of expiration of a previous agreement governing the same bargaining unit,
- "(2) If there is no such agreement or previous agreement, then to use the date of certification by the U. S. Conciliation Service or the assumption of jurisdiction by NWLB; and
- "(3) If the board deems some other date appropriate, due to special circumstances such as the relation of the particular directive order to directive orders in other cases or to voluntary increases already in effect, then to explain in an opinion the reason for its selection of this other date."

QUESTION 2: Will an employer who has had on his payroll fewer than 8 persons but who increases that number become liable to the provisions of the wage freeze orders?

ANSWER: Yes. An employer having 8 or more employees is regulated by the wage stabilization laws, and once he operates under the provisions of those laws, he must adhere to them.

QUESTION 3: Will you kindly outline the newly established policy on salesmen's commissions?

ANSWER: Mr. Fred Vinson, Director of Economic Stabilization, in an effort to eliminate the confusion which has surrounded the controls on payment of salesmen's commissions, has directed the Commissioner of Internal Revenue to apply this same rule on commissions within his jurisdiction as the rule which is now applied to commissions by the National War Labor Board. The Treasury Department is expected to issue new regulations conforming with Mr. Vinson's instructions within the near future. The effect of the directive, of course, means that payments to commissioned salesmen may be increased or decreased without prior approval, provided the rate of commissions remains the same.



PERSONNEL

By JOHN P. AHERN

Executive Assistant

WHILE the average citizen may become confused by the welter of conflicting and dire announcements of manpower needs made periodically by manpower officials, he can at least think they have one consistency. The consistency accrues from the fact that the announcements follow a general downward pattern of demand.

From a period between November 1 and January 16, different agencies reported shortages ranging from 50,000 to 20,000. It is regrettable that the various agencies did not get together and pool their information so that the public would read a single announcement of the figures. This would indicate that the interpretation was comprehensive, studied, and agreed upon by all.

Pessimistic statements, unfounded in fact, serve to further depress the condition in a critical locality and furnish further evidence of righteousness for those who would continue the designation of critical labor areas. Over optimistic reports, if unfounded in

fact, ring the bell of completion of the war and cause war workers to attempt to secure for themselves preferred positions in so called non-essential jobs.

At any rate, it is heartening to read statements of Governor Baldwin, Manpower Director Fitzgerald, and Association President Fuller which warn against complacency and its deleterious effect on war production. All three assert that the task at hand is to win the war.

★ ★ ★

THE LAW CONCERNING the re-employment of discharged veterans, under the provisions of the Selective Training and Service Act of 1940, as amended, will necessarily require the immediate attention of employers. For your reference, the following pertinent provisions of the Act are delineated:

Certificate of Completion of Service. Any person inducted into the armed forces for training and service, who, in the judgment of those in authority over him, satisfactorily com-

pletes his period of training and service, shall be entitled to a certificate to that effect. In addition, each person who is inducted into the armed forces shall be given a physical examination at the beginning and completion of his training and service.

Persons to be Reemployed, Conditions. In the case of any person who, in order to perform such training and service, has left or leaves a position, *other than a temporary position*, in the employ of any employer and who

- (1) receives a certificate,
- (2) is still qualified to perform the duties, of such position, and
- (3) makes application for reemployment within forty days after he is relieved from such training and service,

the employer shall restore such person to such position or to a position of like seniority, status, and pay unless the employer's circumstances have so changed as to make it impossible or unreasonable to do so.

Veterans to be Considered as Having Been on Leave of Absence. Any person who is restored to a position shall be considered as having been on furlough or leave of absence during his period of training and service in the armed forces. He shall be so restored without loss of seniority, shall be entitled to participate in insurance or other benefits offered by the employer pursuant to established rules and practices relating to employees on furlough or leave of absence in effect with the employer at the time of induction and shall not be discharged without cause within one year after such restoration.

INDUSTRIAL

ENGINEERING

PLANT STUDIES MACHINE LAYOUTS,
ROUTING & HANDLING MATERIALS

WESTCOTT & MAPES, INC., NEW HAVEN

Penalty for Failure to Reemploy.

In case any employer fails to reemploy a discharged veteran, the District Court for the district in which employer maintains a place of business shall have power, to specifically require employer to comply with the Act, and, as an incident thereto, to compensate such veteran for any loss of wages or benefits suffered by reason of employer's unlawful action.

Upon application to the District Attorney for the district in which employer maintains a place of business, by any veteran claiming to be entitled to the benefits of the Act, such District Attorney, if reasonably satisfied that the veteran so applying is entitled to benefits, shall appear and act as attorney for such veteran in the amicable adjustment of the claim or in the filing of any petition, and the prosecution thereof to specifically require such employer to comply with the Act.

Your Association is keeping abreast of the problems of reemployment of discharged veterans and has complete files on the subject. Already, the section concerned with personnel placement has been instrumental in placing in key positions several honorably discharged veterans in Connecticut industry.

★ ★ ★

THE WAR MANPOWER COMMISSION in a training letter to USES offices has issued a ruling that honorably discharged veterans are not bound by the hiring controls of labor stabilization agreements. They may take a job of their own choosing, regardless of the urgency rating of the employer. Furthermore, they are to be considered free of the controls for a period of 60 days after they have taken a job.

★ ★ ★

A CRISIS caused by a breakdown in fuel delivery would have grave effect on the production ability of Connecticut war workers. Because of this, the War Council Manpower Committee is seeking to expedite delivery of coal by asking large plants to undertake to furnish trucks and employees to deliver coal to any of their workers with heatless homes. This action would be an emergency measure only.

★ ★ ★

MR. W. STEWART CLARK, Works Manager of the General Electric Company in Bridgeport reported to the Manpower Committee of the War Council that his company was now

operating "satellite" plants in Norfolk, Danbury, New Milford, all in Connecticut, Millerton, New York, and Lowell, Mass. The plants are small, employing from 100 to 600 workers. Personnel is made up of housewives, who would have found it impossible to journey daily to the main plant.

The General Electric Company, by going outside of the situs of its plant, has achieved a graceful increase of 1500 workers without taxing the meager sources of labor in Bridgeport.

SOME LESSONS FROM THIS WAR

(Continued from page 7)

prepare him better for business or college than any other way I know, but also will give our country a potential source of seasoned soldiers should the need ever arise again. Let's pray and work for peace for all time, but let's remain strong to make it easier for peace to exist in those sections of the world less fortunate than ours. Let's work with all other nations in the spirit of brotherhood for better relations throughout all the world, and at the same time keep strong in case things go wrong. These two ideas are not incompatible even if some would try to make us believe they are.

The Dignity of the Individual

The recent incident about General Patton has caused far more newspaper publicity and radio comment than any of us would have believed possible a few years ago. In the last war there were officers and non-commissioned officers who thought that one of the major requisites of being good at their jobs was to be tough on their men. I can remember when I was a sergeant in the infantry and was attempting to qualify as an officer that my captain, an oldtimer who wanted to be helpful to me and was criticising things which he thought I should improve upon, said: "The trouble with you, Steinkraus, is you're too much of a gentleman. You have got to be rough and tough."

We have come a long way from that since the last war, and when a major incident can be created by a general in a fit of anger slapping a private's face, whom he thought was faking illness, it emphasizes a much more basic thing than appears on the surface. That basic thing is that we are learning to respect the dignity of every man, wo-

Here's How . . .

you can be sure of friendly service, specialized planning aid and a local source of supply. Simply mark your order



Graybar Electric Company

344 Capitol Ave. Hartford, Conn.
Hartford 2-8266

25 Union St. New Haven, Conn.
New Haven 8-4163

"Everything Electrical"

Steel Shop Equipment on

PRIORITY AA-3
3-5 WEEK DELIVERY

IMMEDIATE DELIVERY

Wood Furniture
Filing Cabinets
Desks Chairs
Storage Cabinets

NO PRIORITY
Steel Cut and small
Map Cabinets

Executive Furniture

—by—
Doten-Dunton

BARNEY'S
450 FRONT STREET
HARTFORD 5, CONN.
7-8129

man or child, whatever their rank in life may be. Just because a man is a buck private in the army gives no general the right to lord it over him. And the same is true in civilian life. How often in a factory the old-line foreman would say to the workers, "You've got no right to think. You just do as I tell you to do." And those companies who have permitted that attitude have not been among those who have shown the finest records of performance in this war effort.

This whole matter of human relations in industry is a new thing to most people. Fifty years ago companies were only interested in the output of their employees. They did not care about where their employees lived, or how, whether they had adequate food or not, whether they were in good health, or anything about them as individuals. Now all up-to-date companies pay attention to these things, and any company which does not is definitely out of step.

The brotherhood of man right here in our own communities is growing in its acceptance right in the middle of the most brutal and ruthless war this world has ever seen. The low value placed on human lives by the Nazis and the Japs in their slaughter of civilians is a crime for which the world will never forgive them. This war is teaching us that the right way to treat the human individual is the American way. Let me recall to your mind those anxious days after Eddie Rickenbacker and his crew were lost and the thrill that came to every heart in America, when, after twenty-one days of constant search for him, he was found. Who would think of the question of cost in a case like this?

It seems to take a crisis to make us think straight on some of these matters. Every man has a right to the respect of others, regardless of his race, color or creed, of how humble his origin, or

menial his job. And does not this apply to small nations as well as to individuals? They have their rights too, their pride and their self respect.

It is a basic human trait that no person wishes to be humiliated, and no nation either, small as it may be. If lasting peace is to be secured the dignity of man and of nations must be given consideration.

The Lessons

Now, what does all this mean to you and me as Americans and businessmen? It means this, If we can put the lessons we have learned into actual practice, then we will benefit in some measures from the war. If we do not use these lessons and many others which each of us must think through for ourselves, then the war will have been fought in vain. I have enumerated four lessons which I have considered important.

First, that this world is a much smaller community than we have realized, and there is an interdependence, a relationship which we cannot avoid in the future.

Second, we know we can cooperate; we have done it—we have demonstrated a power of getting into war production way beyond the most optimistic predictions, both in this country and abroad. We must continue when peace returns.

Third, we have learned the lesson of unpreparedness and the tremendous cost to a nation and to a world because of such unpreparedness. We must remain strong.

And, finally, we have learned the importance of the individual as against the state, the necessity for showing respect for the dignity of men and nations.

Considering the first lesson from one purely practical standpoint, for example, we can actually profit from it by realizing that foreign markets offer



"JUST THINK IT OVER---YOU WOULDN'T WANT TO BE AN ABSENTEE, WOULD YOU?"

a larger opportunity to America than ever before in the history of the world, but that we must not only expect to sell abroad but we must also open our doors for foreign merchandise to come to us. But the major lesson is greater world cooperation by all nations.

The second lesson should teach us to use the same methods of cooperation in peace that we have learned in war, to utilize the youth of our country in a greater measure in proportion to their abilities. We should realize that if we were able to convert to war with such amazing speed we can and we must reconvert to peace rapidly and efficiently, and keep the maximum number of our people employed at reasonable high wages, by large volume production and low profit margins.

Taking our cue from the third lesson, we should voice our beliefs that America should remain strong, and fight the subversive elements which will soon be raising their heads again to try to make us disarm. While living in hopes that there may be no future wars we must still fight to maintain our vigor as a nation.

Finally, and in my opinion most important of all, we should carry out all of these programs with true consideration for the right of individuals, regardless of race, color or creed.

We are all paying a high price for our past mistakes, in the loss of precious lives, and the destruction of so much of the civilized world.

Therefore, let us hope that this war will not only be the great liberator of peoples, but also our teacher for building a better and saner future.

ALFRED B. KING & CO.

BLATCHLEY AVE. & RIVER ST., NEW HAVEN, CONN.

MATERIALS HANDLING EQUIPMENT

CLEVELAND TRAMRAIL - CRANES ELECTRIC AND CHAIN HOISTS

BUSINESS PATTERN

A comprehensive summary of the ups and downs of industrial activity in Connecticut for the thirty day period ending on the 15th day of the previous month.

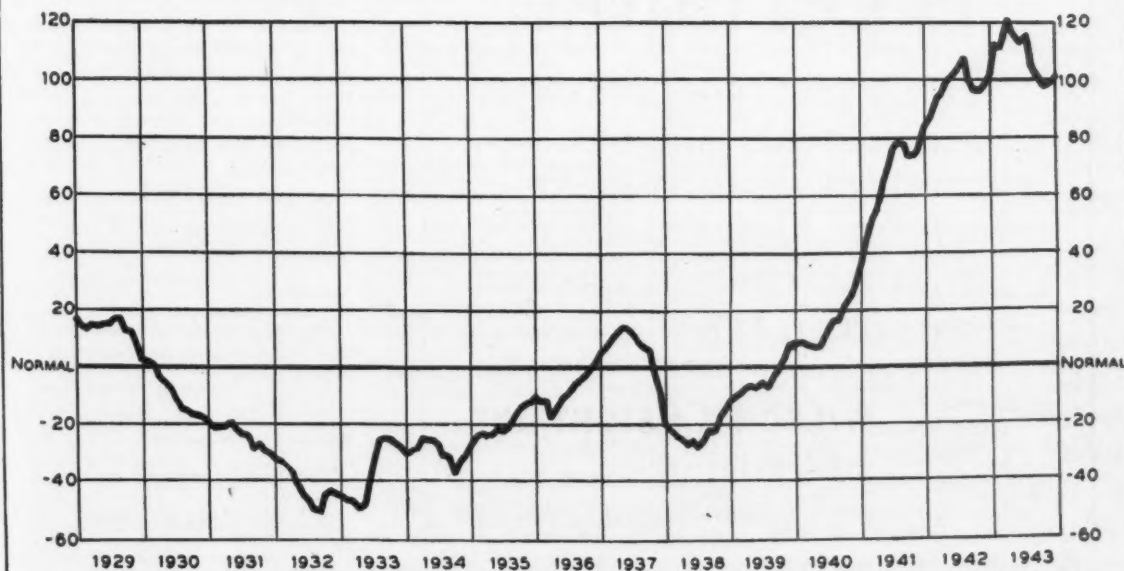
THE December index of general business activity in Connecticut rose to an estimated 100% above normal, an increase of 2.2% over November. During the course of the year an all time high of 120.4% was reached in the month of April. From that high point the index dropped sharply during the summer to 100.2% in September, a position near which it has held during the past four months. The index averaged approximately 108.6% for the year compared to the average of 98.8% for 1942. The United States index is estimated at 42% above normal for December, having varied only slightly in the last five months. The average for the year was 41.1%, 8.9 percentage points above the 1942 average.

The index of manufacturing employment in Connecticut rose slightly in December to an estimated 85.0% above normal. The period of highest employment for the state during this war year was in the spring and early summer months when the index averaged close to 100% above normal. There was a noticeable drop in August and September leading to an average for the last quarter of 85.0% above normal. A picture of the labor situation for the year in Connecticut was set forth in the War Manpower Commission's designation of areas of acute labor shortage and areas of labor stringency. Four localities in the state: Bridgeport, Hartford, New Britain-Bristol and Waterbury were classified in Group I, areas of acute labor short-

age, early in the year and Meriden was added in the latter part of the year. At the year's close eight cities were included in the Group II classification as areas of labor stringency. Those centers were Ansonia, Middletown, New Haven, New London, Norwalk, Norwich, Stamford and Torrington. In the last few months of the year the pressure was increasing on the smaller cities of the state whereas in certain of the larger cities the labor situation appeared to be improving. In fact, on January 1, 1944 Bridgeport was transferred from Group I acute labor shortage area to a Group II area. Some steps that have been taken within the state to hold production levels in the face of labor shortages are: recruitment, greater utilization of currently employed workers, establishment of a forty-eight hour week in areas of acute labor shortage, controlled hiring, and the broadening of stabilization programs to hold workers in war production. There has been some curtailment of contracts covering production of certain war supplies, with further reductions expected early in 1944. However, released workers are being readily absorbed in the production of other war materials.

In December the index of man-hours worked in Connecticut factories rose to an estimated 150% above nor-

GENERAL BUSINESS IN CONNECTICUT COMPARED WITH NORMAL



mal. The average for the year was 158.5% with the highest monthly average having been reached in July when a point of 169.3% above normal was recorded. A study of manhours worked in Connecticut industries revealed that in forty-three Hartford factories there has been a gradual reduction in manhours since the first of the year. In Bristol, New Britain, New Haven, and Stamford, with a total of 93 factories reporting, the hours worked each month have increased considerably while 54 companies in Bridgeport and Meriden indicated little change during the year. The most recent figures available on average earnings and hours worked in selected cities showed that, in Connecticut, male employees received in October \$60.10 for a 50.8 hour week. Corresponding figures for the United States were \$53.14 for a 46.8 hour week. Female employees in Connecticut received \$37.63 for 43.7 hours against a national average of \$29.76 for 41.2 hours a week. Male average hourly earn-

ings in the state adjusted to a 40 hour base were \$1.068 compared with \$1.055 for the United States. Corresponding earnings for female employees were \$.825 and \$.707 respectively.

The index of freight shippers originating in eight Connecticut cities rose to 60.3% above normal in December. This is the highest the index has been since May but far below the high of 94.8% recorded in April. December increases appeared in Danbury, Hartford, New Britain, New London and Stamford with less tonnage being shipped from Bridgeport, South Norwalk and Waterbury.

The index of construction work in progress in December was estimated at 56.5% below normal. This index has fallen steadily throughout 1943 until it has now reached its lowest point for the year. New construction projects announced in December were well distributed about the state and none of them, with the exception of a small factory addition in East Hartford, amounted to very much as in-



dividual projects. The prospect is that, as the war continues, building will continue to decline due to restrictions on non-essential building and to the fact that essential building requirements have now been well filled.

The index of cotton mill activity in Connecticut fell off slightly in December to an estimated 10.1% above normal. In 1943 Connecticut textile mills consumed 69,374 bales of cotton against a total of 90,499 bales used in 1942. This drop of 23% in cotton consumption is due in some measure to labor shortages in the industry and to breakdowns of machinery which have not been replaced.

The Bureau of Labor Statistics index of commodity prices rose 0.2% during the month of December. In the past year the index has risen less than 2%. This slight advance brought the all-commodity index to 103% of the 1926 average.

One thing is certain..

ABOUT THE PRODUCTS OR
SERVICES YOU ARE PLAN-
NING FOR PEACE-TIME..IT
WILL BE EASIER TO SELL
THEM TO FRIENDS THAN
TO TOTAL STRANGERS.

WILSON & HAIGHT, INC.
advertising

CAPITOL BUILDING • HARTFORD 3, CONNECTICUT

The following list indicates the sources from which photographs requiring credit were gathered:

Cover—Harold M. Lambert, Philadelphia.

Page 4—OWI photo by Branby.

Page 10—Harold M. Lambert, Philadelphia.

Page 12—(Phelps) Bachrach.

IT'S MADE IN CONNECTICUT

EDITOR'S NOTE: This department, giving a partial list of peace-time products manufactured in Connecticut by company, seeks to facilitate contacts between prospective purchasers in domestic or foreign markets and producers. It includes only those listings ordered by Connecticut producers. Interested buyers may secure further information by writing this department.

(Advertisement)

Accounting Forms		Bathroom Accessories		Bricks—Fire	
The Baker Goodyear Co	New Haven	The Autoyre Company	Oakville	Howard Company	New Haven
Accounting Machines		The Charles Parker Co	Meriden	Broaching	
Underwood Elliott Fisher Co	Hartford	Bath Tubs		The Hartford Special Machinery Co	Hartford
Adding Machines		Dextone Company	New Haven	Brooms—Brushes	
Underwood Elliott Fisher Co	Hartford	Bearings		The Fuller Brush Co	Hartford
Advertising Printing		New Departure Div of General Motors (ball)	Bristol	Buckles	
The Case Lockwood & Brainard Co	Hartford	The Fafnir Bearing Co (ball)	New Britain	The Hatheway Mfg Co (Dee Rings)	
Advertising Specialties		Norma-Hoffmann Bearings Corp (ball and roller)	Stamford	The Hawie Mfg Co	Bridgeport
The H C Cook Co 32 Beaver St	Ansonia	Bells		The G E Prentice Mfg Co	New Britain
Scovill Manufacturing Co (Made to Order)	Waterbury	Revin Brothers Mfg Co	East Hampton	John M Russell Mfg Co Inc	Naugatuck
The Waterbury Button Co	Waterbury	The Gong Bell Mfg Co	East Hampton	B Schwanda & Sons	Staffordville
Aero Webbing Products		Sargent and Co	New Haven	The Patent Button Co	Waterbury
Russell Mfg Co	Middletown	The N N Hill Brass Co	East Hampton	The Waterbury Button Co	Waterbury
Air Compressors		Belting		Buffing & Polishing Compositions	
The Spencer Turbine Co	Hartford	Hartford Belting Co	Hartford	Apothecaries Hall Co	Waterbury
Aircraft Accessories		The Russell Mfg Co	Middletown	Lea Mfg Co	Waterbury
Warren McArthur Corp (Airplane Seating)	Bantam	The Thames Belting Co	Norwich	Buffing Wheels	
Aircraft—Repair & Overhaul		Benches		The Williamsville Buff Mfg Co	Danielson
United Airports Div United Aircraft Corp	Hartford	The Charles Parker Co (piano)	Meriden	Buttons	
Rentschler Field East Hartford		Bent Tubing		B Schwanda & Sons	Staffordville
Aircraft Tubes		American Tube Bending Co Inc	New Haven	The Patent Button Co	Waterbury
American Tube Bending Co Inc	New Haven	Bicycle Coaster Brakes		Colt's Patent Fire Arms Mfg Co	Hartford
Airplanes		New Departure Div General Motors Corp	Bristol	Scovill Manufacturing Co (uniform and tack fastened)	Waterbury
Chance-Vought Aircraft, Div United Aircraft Corp	Stratford	Bicycle Sundries		The Waterbury Button Co	Waterbury
Newton-New Haven Co 688 Third Avenue	West Haven	New Departure Div General Motors Corp	Bristol	Cabinets	
Aluminum Castings		Colonial Board Company	Manchester	The Charles Parker Co (medicine)	Meriden
Scovill Manufacturing Co (small)	Waterbury	Biological Products		Cable	
Aluminum Goods		Ernst Bischoff Company Inc	Ivoryton	The Wiremold Co (electric, non-metallic sheathed)	Hartford
Scovill Manufacturing Co (To Order)	Waterbury	Blades		Cams	
The Waterbury Button Co	Waterbury	Capewell Manufacturing Company, Metal Saw Division, (hack saw and hand saw)	Hartford	The Hartford Special Machinery Co	Hartford
Aluminum—Sheets & Coils		Blocks		Canvas Products	
United Smelting & Aluminum Co Inc	New Haven	Howard Company (cupola fire clay)	New Haven	F B Skiff Inc	Hartford
Ammunition		Blower Fans		Carpets and Rugs	
Remington Arms Co Inc	Bridgeport	The Spencer Turbine Co	Hartford	Bigelow-Sanford Carpet Co	Thompsonville
Artificial Leather		Colonial Blower Company	Hartford	Carpet Lining	
The Permatex Fabrics Corp	Jewett City	Blower Systems		Palmer Brothers Co	New London
Zapon Div, Atlas Powder Co	Stamford	Colonial Blower Company	Hartford	Casters—Industrial	
Asbestos		Boilers		George P Clark Co	Windsor Locks
Rockbestos Products Corp (insulated wire, cable and cords)	New Haven	The Bigelow Co	New Haven	Castings	
The Raybestos Div of Raybestos-Manhattan Inc (brake lining, clutch facings, sheet packing and wick)	Bridgeport	Petroleum Heat & Power Co (domestic only)	Stamford	The Charles Parker Co (gray iron)	Meriden
Assemblies, Small		Bolts and Nuts		The Bradley & Hubbard Mfg Co (gray iron, brass, bronze, aluminum)	Meriden
The Greist Manufacturing Co	New Haven	Clark Brothers Bolt Co	Milldale	The Gillette-Vibber Co (gray iron, brass, bronze, aluminum, also Bronze Bushing Stock)	New London
The Wallace Barnes Co Div, Associated Spring Corp	Bristol	The O K Tool Co Inc (T-Slot)	33 Hull St Shelton	The Sessions Foundry Co (gray iron)	Bristol
Auto Cable Housing		Box Board		John M Russell Mfg Inc (brass, bronze and aluminum)	Naugatuck
The Wiremold Company	Hartford	The Lydall & Foulds Paper Co	Manchester	Malleable Iron Fittings Co (malleable iron and steel)	Branchford
Automatic Control Instruments		National Folding Box Co	New Haven	McLagon Foundry Co (gray iron)	New Haven
The Bristol Co (temperature, pressure, flow, humidity, time)	Waterbury	New Haven Pulp & Board Co	New Haven	Newton-New Haven Co (zinc and aluminum)	688 Third Ave West Haven
Automobile Accessories		Robertson Paper Box Co	Montville	Philbrick-Booth & Spencer Inc (gray iron)	Hartford
The Rostand Mfg Co (windshields, seats, and body hardware)	Millford	Boxes—Paper—Folding		Scovill Manufacturing Co (brass and bronze)	Waterbury
The Raybestos Div of Raybestos-Manhattan Inc (brake lining, rivets brass, clutch facings, packing)	Bridgeport	Atlantic Carton Corp	Norwich	Union Mfg Co (gray iron)	New Britain
Automotive Friction Fabrics		S Curtis & Son Inc	Sandy Hook	Wilcox Crittenden & Co Inc (gray iron and brass)	Middletown
The Russell Mfg Co	Middletown	M S Dowd Carton Co	Hartford	Castings—Permanent Mould	
Automotive & Service Station Equipment		Brake Linings		The Bradley & Hubbard Mfg Co (zinc and aluminum)	Meriden
Scovill Manufacturing Co (Canned Oil Dispensers)	Waterbury	The Warner Brothers Company	Bridgeport	Centrifugal Blower Wheels	
The Raybestos Div of Raybestos-Manhattan Inc (brake service machinery)	Bridgeport	The New Haven Pulp & Board Co	New Haven	The Torrington Manufacturing Co	Torrington
Bakelite Moldings		Robertson Paper Box Co	Montville	Chain	
The Waterbury Button Co	Waterbury	Brake Linings		John M Russell Mfg Co Inc	Naugatuck
Balls		Colt's Patent Fire Arms Mfg Co	Hartford	Chain—Welded and Weldless	
The Abbott Ball Co (steel bearing and burnishing)	Hartford	The Raybestos Div of Raybestos-Manhattan Inc (automotive and industrial)	Bridgeport	Bridgeport Chain & Mfg Co	Bridgeport
The Hartford Steel Ball Co (steel bearing and burnishing, brass, bronze, monel, stainless, aluminum)	Hartford	The Russell Mfg Co	Middletown	Chains—Bead	
Barrels		Brass and Bronze		The Bead Chain Mfg Co	Bridgeport
The Abbott Ball Co (burnishing and tumbling)	Hartford	The American Brass Co (sheet, wire rods, tubes)	Waterbury	Chemicals	
The Hartford Steel Ball Co (tumbling)	Hartford	The Bristol Brass Corp (sheet, wire, rods)	Bristol	Apothecaries Hall Co	Waterbury
Bathroom		The Miller Company (phosphor bronze and brass in sheets, strips, rolls)	Meriden	MacDermid Incorporated	Waterbury
Bathroom Accessories		The Thinsheet Metals Co (sheets and rolls)	Waterbury	American Cyanamid & Chemical Corp	Waterbury
Bathroom Accessories		Brass Goods		Chromium Plating	
Bathroom Accessories		Sargent and Company	New Haven	Chromium Corp of America	Waterbury
Bathroom Accessories		Scovill Manufacturing Co (To Order)	Waterbury	The Chromium Process Company	
Bathroom Accessories		Brass Mill Products		Derby	
Bathroom Accessories		Bridgeport Brass Co	Bridgeport	Chucks & Face Plate Jaws	
Bathroom Accessories		Scovill Manufacturing Co	Waterbury	Union Mfg Co	New Britain
Bathroom Accessories		Brass Stencils—Interchangeable		Clamps—Wood Workers	
Bathroom Accessories		The Fletcher Terry Co	Box 415, Forestville	Sargent and Company	New Haven
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		The Donnelly Brick Co	New Britain	Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—Building		Clay	
Bathroom Accessories		Brick—			

IT'S MADE IN CONNECTICUT

Cleansing Compounds MacDermid Incorporated Waterbury	Electric Appliances The Silex Co 80 Pliny St Hartford	Flashlight Cases Scovill Manufacturing Co (metal) Waterbury
Clutch Facings The Russell Mfg Co Middletown	Electric Cables Rockbestos Products Corp (asbestos insulated) New Haven	Fluorescent Lighting Equipment The Wiremold Company Hartford
Clutch—Friction The Carlyle Johnson Mach Co (Johnson Expanding Ring; Multiple Disc Maxitorq) Manchester	Electrical Conduit Fittings & Grounding Specialties The Gillette-Vibber Company New London	Forgings Clark Brothers Bolt Co Milledale
Comfortables Palmer Brothers Co New London	Electric Cords Rockbestos Products Corp (asbestos insulated) New Haven	Foundries Union Mfg. Co (gray iron) New Britain
Cones Sonoco Products Co (Climax-Lowell Div) Mystic	Electric Eye Control United Cinephone Corporation Torrington	Foundry Riddles The Seasons Foundry Co (iron) Bristol
Consulting Engineers The Stanley P Rockwell Co Inc (Consulting) 296 Homestead Ave Hartford	Electric—Commutators & Segments The Cameron Elec Mfg Co (rewinding motors) Ansonia	Furnace Linings The Mullite Refractories Co Shelton
Contract Machining Malleable Iron Fittings Company Branford	Electric Heating Element & Units Rockbestos Products Corp (asbestos insulated) New Haven	Furniture Pads The Gilman Brothers Company Gilman
Contract Manufacturers The Greist Mfg Co (metal parts and assemblies) 503 Blake St New Haven	Electric Insulation The Rogers Paper Mfg. Co. Manchester	Fuses Colt's Patent Fire Arms Mfg Co Hartford
Copper The American Brass Co (sheet, wire, rods, tubes) Waterbury	Electric Panel Boards The Plainville Electrical Products Co Plainville	Galvanizing & Electric Plating The Gillette-Vibber Co. New London
Copper Sheets The Bristol Brass Corp (sheet) Bristol	Electric Wire Rockbestos Products Corp (asbestos insulated) New Haven	Galvanizing Malleable Iron Fittings Co Branford
Copper Shingles The New Haven Copper Co Seymour	Electric Control Apparatus The Trumbull Electric Mfg Co Plainville	Gaskets The Raybestos Div of Raybestos-Manhattan Inc Bridgeport
Copper Water Tube Bridgeport Brass Co Bridgeport	Electrical Recorders The Bristol Co Waterbury	Gauges The Bristol Co (pressure and vacuum—recording automatic control) Waterbury
Cork Cots Sonoco Products Co (Climax-Lowell Div) Mystic	Electrical Goods A C Gilbert Co New Haven	Gears—Reverse & Reduction for Motor Boats The Snow-Nabstedt Gear Corp. New Haven
Corrugated Box Manufacturers The Danbury Square Box Co Danbury	Electrical Switches Colt's Patent Fire Arms Mfg Co Hartford	Gears and Gear Cutting The Hartford Special Machinery Co Hartford
Corrugated Shipping Cases D L & D Container Corp 87 Shelton Ave New Haven	Electronics The Gray Manufacturing Company Hartford	General Plating The Chromium Process Co (copper, nickel, chromium and cadmium plating) Derby
Cosmetics Northam Warren Corporation Stamford	Electrotypes W T Barnum & Co Inc (all classes) New Haven	Glass Coffee Makers The Silex Co 80 Pliny St Hartford
Cotton Batting & Jute Batting Palmer Brothers New London	Elevators The Eastern Machinery Co. (electric and oil—hydraulic) New Haven	Glass Cutters The Fletcher Terry Co Box 415, Forestville
Cotton Yarn The Floyd Cranks Co Moosup	Embaling Chemicals The Embalmer's Supply Co Westport	Golf Equipment The Horton Mfg Co (clubs, shafts, balls, bags) Bristol
Counting Devices Veeder-Root Inc Hartford	Engines Wolverine Motor Works Inc (diesel stationary marine) Bridgeport	Graphite Crucibles & Products American Crucible Co Shelton
Cut Stone The Dextone Co New Haven	Envelopes Plimpton Mfg Co Div U S Envelope Co Hartford	Greeting Cards A D Steinbach & Sons Inc New Haven
Cutters The Standard Machinery Co (rotary board, single and duplex) Mystic	Extractors—Tap The Walton Co 94 Allyn St Hartford	Grinding The Centerless Grinding Co Inc (Precision custom grinding; centerless, cylindrical, surface, internal, and special) 19 Staples Street Bridgeport
Delayed Action Mechanisms M H Rhodes Inc Hartford	Eyelids The Platt Bros & Co P O Box 1030 Waterbury	Hardware Sargent and Co Wilcox Crittenden & Co Inc (marine heavy and industrial) New Haven
Dictating Machines Dictaphone Corporation Bridgeport	Fasteners—Slide & Snap The G E Prentice Mfg Co New Britain	Hardware—Trailer Cabinet The Excelsior Hardware Co Stamford
Die Castings Newton-New Haven Co Inc 688 Third Ave West Haven	FELT—All Purposes American Felt Co (Mills & Cutting Plant) Glenville	Hardware, Trunk & Luggage Corbin Cabinet Lock Div American Hardware Corp New Britain
Die Castings (Aluminum & Zinc) Corbin Cabinet Lock Div American Hardware Corp New Britain	Ferrules The Waterbury Button Co Waterbury	Hat Machinery J H Sessions & Son Bristol
Dies The Hoggson & Pettis Mfg Co 141 Brewery St New Haven	Fibre Board The C H Norton Co North Westchester	Headers Doran Brothers Inc Danbury
Die-Heads—Self-Opening The Eastern Machine Screw Corp Truman & Barclay Sta New Haven	Finger Nail Clippers The H C Cook Co 32 Beaver St Ansonia	Heat Treating The E J Manville Machine Co 200 Winchester St New Haven
Dish Washing Machines Colt's Patent Fire Arms Mfg Co Hartford	Firearms Colt's Patent Fire Arms Mfg Co Hartford	Heat Treating The Bennett Metal Treating Co 1045 New Britain Ave Elmwood
Dowel Pins The Allen Manufacturing Co. Hartford	Fire Hose Fabrics Fire Hose Co (municipal and industrial) Sandy Hook	Heat Treating Equipment The Autoyre Company Oakville
Draperies Palmer Brothers Co New London	Fireplace Goods The John P Smith Co (screens) 423-33 Chapel St New Haven	Heat Treating Equipment The A F Holden Co 200 Winchester St New Haven
Drop Forgings Wilcox Crittenden & Co Inc Middletown	Fireproof Floor Joists The Dextone Co New Haven	Heating Apparatus The Miller Company (domestic oil burners and heating devices) Meriden
Druggists' Rubber Sundries The Seamless Rubber Company New Haven	Fishing Tackle The Horton Mfg Co (reels, rods, lines) Bristol	Highway Guard Rail Hardware Malleable Iron Fittings Co Branford
Edged Tools The Collins Co (axes and other edged tools) Collinsville	Flint The Bevin-Wilcox Line Co (lines) East Hampton	Hinges Sargent and Company New Haven
Elastic Webbing The Russell Mfg Co Middletown	Flint The H C Cook Co 32 Beaver St Ansonia	Hinges Homer D Bronson Company Beacon Falls

IT'S MADE IN CONNECTICUT

Holsts and Trolleys Union Mfg Company New Britain	Marine Equipment The Rostand Mfg Co (portlights, deck, cabin and sailboat hardware) Milford	Parallel Tubes Sonoco Products Co (Climax-Lowell Div) Mystic
Hollow Screws The Allen Manufacturing Co Hartford	Marking Devices The Hoggson & Pettis Mfg Co New Haven	Pharmaceutical Specialties Ernst Bischoff Company Inc Ivoryton
Hose Supporter Trimmings The Hawie Mfg Co (So-Le Grip Tabs) Bridgeport	Matrices W T Barnum & Co Inc New Haven	Phosphor Bronze The Seymour Mfg Co Seymour
Hot Water Heaters Petroleum Heat & Power Co (Instantaneous domestic oil burner) Stamford	Mattresses Palmer Brothers Co New London	Pipe The Miller Company (sheets, strips, rolls) Meriden
Industrial Finishes Zapon Div Atlas Powder Co Stamford	Mechanical Assemblies—Small M H Rhodes Inc Hartford	Pipe (brass and copper) The American Brass Co Waterbury
Industrial and Masking Tapes The Seamless Rubber Company New Haven	Metal Cleaners Apothecaries Hall Co Waterbury	Pipe (cement well and chimney) Howard Co New Haven
Insecticides American Cyanamid & Chemical Corp Waterbury	Metal Cleaning Machines Colt's Patent Fire Arms Mfg Co Hartford	Pipe (fabricated) Crane Company Bridgeport
Insulated Wire Cords & Cable The Kerite Insulated Wire & Cable Co Inc Seymour	Metal Goods Bridgeport Brass Co (to order) Bridgeport	Pipe (brass & copper) Bridgeport Brass Co Bridgeport
Insulation The Whitney Blake Co (Graybar Elec Co Exclusive Distributors) Hamden	Metal Novelties The H C Cook Co 32 Beaver St St Ansonia	Pipe Fittings Malleable Iron Fittings Co Branford
Insulating Refractories The Mullite Refractories Co Shelton	Metal Products—Stampings J H Sessions & Son Bristol	Plastics—Extruded Extruded Plastics Inc Norwalk
Japanning J H Sessions & Son Bristol	Metal Specialties The Excelsior Hardware Co Stamford	Plasters The Patent Button Co Waterbury
Jointing The Raybestos Div of Raybestos-Manhattan Inc (compressed sheet) Bridgeport	Metal Stampings The Autoyre Co (small) Oakville	Plating Co The Plainville Electro Plating Co Plainville
Key Blanks Corbin Cabinet Lock Div American Hardware Corp New Britain	Metal Goods The Patent Button Co Stamford	Plating Co (chrome) The Plainville Electro Plating Co Plainville
Lacquers & Synthetic Enamels Zapon Div Atlas Powder Co Stamford	Metal Goods The H C Cook Co 32 Beaver St St Ansonia	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Ladders A W Flint Co 196 Chapel St New Haven	Metal Goods The H C Cook Co 303 Blake St New Haven	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Lamps The Rostand Mfg Company (brass, colonial style & brass candlesticks) Milford	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Leather Herman Roster & Sons Inc (Genuine Pigskin) Glastonbury	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Leather Goods Trimmings The G E Prentice Mfg Co New Britain	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Letterheads Lehman Brothers Inc (designers, engravers, lithographers) New Haven	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Lighting Equipment The Miller Co (Miller, Duplexalite, Ivanhoe) Meriden	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Locks The Waterbury Button Co Waterbury	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Locks—Cabinet Corbin Cabinet Lock Div American Hardware Corp New Britain	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Locks—Suit-case and Trimmings Corbin Cabinet Lock Div American Hardware Corp New Britain	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Locks—Trunk Corbin Cabinet Lock Div American Hardware Corp New Britain	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Locks—Zipper The Excelsior Hardware Co Stamford	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Loam-Non-Metallic The Wiremold Company Hartford	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Machine Work The Hartford Special Machinery Co (contract work only) Hartford	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Machinery The Torrington Manufacturing Co (special rolling mill machinery) Torrington	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Machinery The Hallden Machine Company (mill) Thomaston	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Machinery The Torrington Manufacturing Co (mill) Torrington	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Machinery The Standard Machinery Co (bookbinders) Mystic	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Machinery Dealers & Rebuilders Botwinik Brothers New Haven	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Machinery Machinery Dealers Inc New Haven	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Machinery J L Lucas and Son Fairfield	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Machines Andrew C Campbell Div American Chain & Cable Co Inc (cutting & nibbling) Bridgeport	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Machines—Automatic The Patent Button Company Waterbury	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Machines—Forming The A H Nilson Mach Co (Special) Bridgeport	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Machines—Forming The A H Nilson Mach Co (four-alide wire and ribbon stock) Bridgeport	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford
Mall Boxes, Apartment & Residential Corbin Cabinet Lock Div American Hardware Corp New Britain	Metal Goods The Waterbury Button Co Waterbury	Plating Co (chrome Corporation) The Hartford Chrome Corporation Hartford

IT'S MADE IN CONNECTICUT

Roof Coatings & Cements
Tilo Roofing Co Inc Stratford
Roofing-Built Up Stratford
Tilo Roofing Co Inc Stratford
Rubber Chemicals
The Stamford Rubber Supply Co ("Factice" Vulcanized Vegetable Oils) Stamford
Rubberized Fabrics
The Duro-Gloss Rubber Co New Haven
Rubber Footwear
The Goodyear Rubber Co Middletown
United States Rubber Prod Inc (Keds, Kedettes, Gaytees, U S Royal Footwear) Naugatuck
Rubber Gloves
The Seamless Rubber Company New Haven
Rubbish Burners
The John P Smith Co 423-33 Chapel St New Haven
Safety Fuses
The Ensign-Bickford Co (mining & detonating) Simsbury
Saw Blades
The Capewell Mfg Co (Hack Saw, Band Saw) Hartford
Saws, Band, Metal Cutting
Atlantic Saw Mfg Co New Haven
Scales-Industrial Dial
The Kron Company Bridgeport
Scissors
The Acme Shear Company Bridgeport
Screw Machine Products
The Apex Tool Co Inc Bridgeport
The Connecticut Manufacturing Company Waterbury
Corbin Screw Div, American Hardware Corp New Britain
The Blake & Johnson Co Waterville
The Centerless Grinding Co Inc (Heat treated and ground type only) Waterville
19 Staples Street Bridgeport
The Eastern Machine Screw Corp New Haven
Truman & Barclay St Forestville
The Humason Mfg Co Forestville
The Greist Mfg Co (Up to 1 1/4" capacity) New Haven
Scovill Manufacturing Co Waterbury
Screws
The Blake & Johnson Co (machine) Waterville
Corbin Screw Div, American Hardware Corp New Britain
Sargent and Company New Haven
Clark Brothers Bolt Co Middletown
The Charles Parker Co (wood) Meriden
Scovill Manufacturing Co (cap and machine) Waterbury
The Connecticut Mfg Co (machine) Waterbury
Scythes
Winsted Manufacturing Co Winsted
Sewing Machines
The Greist Mfg Co (Sewing machine attachments) 503 Blake St New Haven
The Merrow Machine Co (Industrial) Hartford
Shaving Soaps
The J B Williams Co Glastonbury
Shears
The Acme Shear Co (household) Bridgeport
Sheet Metal Products
The American Brass Co (brass and copper) Waterbury
Sheet Metal Stampings
The American Buckle Co West Haven
The Patent Button Co Waterbury
J H Sessions & Son Bristol
Showcase Lighting Equipment
The Wiremold Company Hartford
Shower Stalls
Dextone Company New Haven
Signals
The H C Cook Co (for card files) 32 Beaver St Ansonia
Silks
Cheney Brothers South Manchester
Sizing and Finishing Compounds
American Cyanamid & Chemical Corp Waterbury
Smoke Stacks
The Bigelow Company (steel) New Haven
Soap
The J B Williams Co (Industrial soaps, toilet soaps, shaving soaps) Glastonbury
Special Parts
The Greist Mfg Co (small machined, especially precision stampings) New Haven
Special Industrial Locking Devices
Corbin Cabinet Lock Div American Hardware Corp New Britain
Spinnings
The Gray Manufacturing Company Hartford
Sponge Rubber
The Sponge Rubber Products Co Derby
Spreads
Palmer Brothers Company New London
Spring Ceiling Machines
The Torrington Manufacturing Co Torrington
Spring Units
American Chain & Cable Co Inc Bridgeport
Owen Silent Spring Co Inc (mattresses and upholstery furniture) Bridgeport

Spring Washers
The Wallace Barnes Co Div Associated Spring Corp Bristol
Spring-Coll & Flat
The Humason Mfg Co Forestville
The Wallace Barnes Co Div Associated Spring Corp Bristol
Spring-Flat
The Wallace Barnes Co Div Associated Spring Corp Bristol
Spring-Furniture
American Chain & Cable Co Inc Bridgeport
Owen Silent Spring Co Inc Bridgeport
Spring-Wire
The Wallace Barnes Co Div Associated Spring Corp Bristol
J. W. Bernston Company (Coil and Torsion) Plainville
Spring, Wire & Flat
The Autoyre Company Oakville
Stair Pads
Palmer Brothers Company New London
Stamps
The Hoggson & Pettis Mfg Co (steel) 141 Brewery St New Haven
Stampings
The Rogers Paper Mfg. Co. (Fibre, Cellulose, Paper) Manchester
Stampings-Small
The Greist Manufacturing Co New Haven
The Wallace Barnes Co Div Associated Spring Corp Bristol
Staples
Sargent and Company New Haven
Steel Castings
The Hartford Electric Steel Co (carbon and alloy steel) 540 Flatbush Ave Hartford
Malleable Iron Fittings Co Branford
Nutmeg Crucible Steel Co Branford
Steel-Cold Rolled Spring
The Wallace Barnes Co Div Associated Spring Corp Bristol
Steel-Cold Rolled Stainless
Wallingford Steel Company Wallingford
Steel-Cold Rolled Strip and Sheets
Wallingford Steel Company Wallingford
Steel Goods
Scovill Manufacturing Co (To Order) Waterbury
Steel-Magnetic
Cinaudagraph Corporation Stamford
Stereotypes
W T Barnum & Co Inc New Haven
Step Clocks, Electric
The H C Thompson Clock Co Bristol
Studio Couches
Waterbury Mattress Co Waterbury
Super Refractories
The Mullite Refractories Co Shelton
Surface Metal Raceways & Fittings
The Wiremold Company Hartford
Surgical Dressings
The Seamless Rubber Company New Haven
Surgical Rubber Goods
The Seamless Rubber Company New Haven
Switchboards
Plainville Electrical Products Co Plainville
Switchboards Wire and Cables
Rockbestos Products Corp (asbestos insulated) New Haven
Switches
Colt's Patent Fire Arms Mfg Co Hartford
Tanks
The Bigelow Company (steel) New Haven
Tape
The Russell Mfg Co Middletown
Tap Extractors
The Walton Co 94 Allyn St Hartford
Taps, Collapsing
The Geometric Tool Co New Haven
Tarred Lines
Brownell & Co Inc Moodus
Telemetering Instruments
The Bristol Co Waterbury
Textile Machinery
The Merrow Machine Co Hartford
2814 Laurel St
Ernst Bischoff Company Inc Ivoryton
Textile Processors
The Aspinock Corp (cotton) Jewett City
Thermometers
The Bristol Co (recording and automatic control) Waterbury
Thin Gauge Metals
The Thinsheet Metals Co (plain or tinned in rolls) Thread Waterbury
Max Pollack & Co Inc Groton
The American Thread Co Willimantic
The Gardiner Hall Jr Co (cotton sewing) South Willington Mystic
Wm Johl Manufacturing Co
Threading Machines
The Grant Mfg & Machine Co (double and automatic) Bridgeport
Time Recorders
Stromberg Time Corp Thomaston
Timers, Interval
The H C Thompson Clock Co Bristol

Timing Devices and Time Switches
M H Rhodes Inc Hartford
Tinning
Wilcox Crittenden & Co Inc Middletown
The Thinsheet Metals Co (non-ferrous metals in rolls) Waterbury
Tools
The Hoggson & Pettis Mfg Co (rubber workers) 141 Brewery St New Haven
The O K Tool Co Inc (inserted tooth metal cutting) 33 Hull St Shelton
Tools, Dies & Fixtures
The Greist Mfg Co New Haven
Toys
A C Gilbert Company New Haven
The Gong Bell Co East Hampton
The N N Hill Brass Co East Hampton
Trucks-Industrial
George P Clark Co Windsor Locks
Trucks-Lift
The Excelsior Hardware Co Stamford
George P Clark Co Windsor Locks
Trucks-Skid Platforms
The Excelsior Hardware Co Stamford
Tube Bending
American Tube Bending Co Inc New Haven
Tube Clips
The H C Cook Co (for collapsible tubes) 32 Beaver St Ansonia
Tubing
The American Brass Co (brass and copper) Waterbury
Scovill Manufacturing Co (copper alloys) Waterbury
Tubing-Condenser
Scovill Manufacturing Co Waterbury
Tubing (Extruded Plastic)
Extruded Plastics Inc Norwalk
Typewriters
Underwood Elliott Fisher Co Hartford
Typewriter Ribbons
Underwood Elliott Fisher Co Hartford
Underclearer Rolls
Sonoco Products Co (Climax-Lowell Div) Mystic
Vacuum Bottles and Containers
American Thermos Bottle Co Norwich
Vacuum Cleaners
The Spencer Turbine Co Hartford
Valves
Norwalk Valve Company (sensitive check valves) South Norwalk
Valves-Automatic Air
Beaton & Cadwell Mfg Co New Britain
Valves-Flush
Beaton & Cadwell Mfg Co New Britain
Valves-Relief & Control
Beaton & Cadwell Mfg Co New Britain
Ventilating Systems
Colonial Blower Company Hartford
Vises
The Charles Parker Co Meriden
Washers
The Blake & Johnson Co (brass, copper & non-ferrous) Waterville
American Felt Co (felt) Glenville
Clark Brothers Bolt Co Middletown
The Sessions Foundry Co (cast iron) Bristol
J H Sessions & Son Bristol
The Raybestos Div of Raybestos-Manhattan Inc (clutch washers) Bridgeport
Watches
Benrus Watch Co 30 Cherry St Waterbury
Waterproof Dressings for Leather
The Viscol Company Stamford
Webbing
The Russell Mfg Co Middletown
Welding Rods
The Bristol Brass Corp (brass & bronze) Bristol
Wheels-Industrial
George P Clark Co Windsor Locks
Wicks
The Russell Mfg Co Middletown
The Raybestos Div of Raybestos-Manhattan Inc (oil burner wicks) Bridgeport
Wire
The Bristol Brass Corp (brass & bronze) Bristol
The Driscoll Wire Co (steel) Shelton
Hudson Wire Co Winsted Div (insulated & enameled magnet) Winsted
The Atlantic Wire Co (steel) Branford
The Platt Bros & Co (zinc wire) P O Box 1030 Waterbury
Rockbestos Products Corp (asbestos insulated nickel silver) New Haven
Scovill Manufacturing Co (brass, bronze and nickel silver) Waterbury
Wire Arches and Trellis
The John P Smith Co 423-33 Chapel St New Haven (Adv.)

IT'S MADE IN CONNECTICUT

Wire Baskets		Wire Forms		Wire Partitions	
Rolock Inc (for acid, heat, degreasing)	Fairfield	The Humason Mfg Co	Forestville	The John P Smith Co	New Haven
Wire Cable		The Wallace Barnes Co Div Associated Spring Corp	Bristol	423-33 Chapel St	
The Bevin-Wilcox Line Co (braided)	East Hampton	Wire Goods		Wire Rings	
The C O Jelliff Mfg Co (All metals, all meshes)	Southport	The Patent Button Co	Waterbury	The American Buckle Co (pan handles and tinners' trimmings)	West Haven
The John P Smith Co	New Haven	The American Buckle Co (overall trimmings)	West Haven	Wire Shapes	
423-33 Chapel St		Scovill Manufacturing Co (To Order)	Waterbury	Bridgeport Chain & Mfg Co	Bridgeport
Wire Drawing Dies		Wire Mesh		Woodwork	
The Waterbury Wire Die Co	Waterbury	Rolock Inc (all meshes and metals)	Fairfield	C H Dresser & Son Inc (Mfg all kinds of woodwork)	Hartford
Wire Dipping Baskets		Wiremolding		Yarns	
The John P Smith Co	New Haven	The Wiremold Company	Hartford	The Ensign-Bickford Co (jute carpet)	Simsbury
423-33 Chapel St		Wire Nuts—Solderless		Reynolds & Co (cotton, rayon)	Norwich
Wire—Enameled Magnet		The Wiremold Company	Hartford	Zinc	
Sweet Wire Co	Winsted	Wire Reels		The Platt Bros & Co (ribbon, strip and wire)	Waterbury
Wire Formings		The A H Nilson Mach Co	Bridgeport	P O Box 1030	
The Autoyre Co	Oakville			Zinc Castings	
				Newton-New Haven Co Inc	688 Third Ave West Haven

CHEST X-RAY SURVEYS IN INDUSTRY

(Continued from page 13)

2. Industrial concerns doing war work are given a preference as far as facilities for surveys are concerned.

3. The charge for this service at present is one dollar per x-ray which is calculated on the basis of cost for the taking of single 14x17" cellulose x-ray films on a mass basis.

4. The cost in Connecticut is usually paid by the employer, but may be paid either by the union or by the individuals concerned.

5. All x-ray reports are confidential, and are sent directly to the individuals in sealed envelopes. If abnormal findings are noted in the x-ray, the individual is advised to receive the interpretation of his x-ray film from his family physician, who is given a detailed x-ray report. A statistical analysis of the findings is given to the employer or the union upon request. However, no individual names are included in this statistical report.

6. Every effort is made by the Department of Tuberculosis Control to see that each case discovered gets under proper supervision for his own and his fellow workers' protection. This is done in cooperation with the private physician and the local health authorities.

All requests for information concerning such surveys should be directed to Paul S. Phelps, M.D., Director, Department of Tuberculosis Control, State Office Building, Hartford, Connecticut.

Those in the Department of Tuberculosis Control are willing and anxious

to cooperate with industry in providing this service so important for the

protection of the health of the industrial worker.

FINDINGS IN 13 INDUSTRIAL MASS X-RAY SURVEYS

Conducted by the
Department of Tuberculosis Control
Connecticut State Tuberculosis Commission

	Number	%
Total Number X-rayed	6386	100.0
Number with Positive Findings	827	12.9
Tuberculous		
Primary	377	5.9
Reinfection	146	2.3
Minimal	100	1.6
Moderately Advanced	30	0.5
Far Advanced	10	0.1
Silico-tuberculosis	5	0.08
Unclassified	1	0.01
Extra Pulmonary	3	0.05
Diagnosis Deferred	27	0.4
Other		
Silicosis	4	0.06
Pleuritis	102	1.61
Pneumonitis	13	0.20
Calcification	3	0.03
Generalized Fibrosis	1	0.01
Bronchiectasis	1	0.01
Atelectasis	1	0.01
Emphysema	3	0.05
Hydropneumothorax	1	0.01
Cardiac Abnormality	13	0.20
Hodgkin's Disease (?)	1	0.01
New Growth	1	0.01
Mediastinal Mass	2	0.02
Foreign Body	1	0.01
Pleural Cap	1	0.01
Azygous Lobe	1	0.01
Diaphragmatic Hernia	2	0.02
Paralysis of Diaphragm	1	0.01
Abnormal Breast Shadow	1	0.01
Scoliosis	70	1.12
Bony Abnormality	51	0.74

SERVICE SECTION

FOR SALE—RENT—WANTED

FOR SALE—Property at 119 Willow Street, Winsted, Connecticut—Lot approximately 250 ft. frontage on Willow Street, 190 feet has a depth of approximately 160 feet, 60 feet has a depth of approximately 60 feet—Building: main section, 3 stories, 35 ft. by 100 ft.; main section, 2 stories, 30 ft. by 58 ft.; addition, 1 story, 10 ft. by 30 ft.; addition, 1 story, 18 ft. by 25 ft.—Equipped with oil burner and coal stoker—Close to Winsted Railroad Station—Equipment for sale: power saw, jointer, shaper, drill press, sander. Address R. E. 130.

FOR RENT—200,000 square feet of factory space for rent—prices range from 18¢ to 30¢ per square foot heated, according to location. Address R. E. 131.

WANTED TO RENT—2,000 to 5,000 sq. feet of floor space—at least 5,000 sq. feet outdoor storage space. Water, 1,000 cu. feet per day—steam, 2,000 to 10,000 lbs. per day, at 50 to 125 lbs. pressure. Address R. E. 133.

WANTED—Large fireproof safe—Also wanted one miniature fireproof safe for home use. Address S. E. 381.

FOR SALE—Wooden box shooks sufficient to make 780 complete cases of the following dimensions:— $3\frac{1}{4}$ " x 4" x 5" I.D., $\frac{3}{4}$ " pine stock, double ends. Address S. E. 383.

WANTED—One model "A" 9 inch, $3\frac{1}{2}$ ft. bed with $\frac{1}{2}$ H.P., 200-volt, 3 ph. motor, 12 speed Precision South Bend Lathe. Address S. E. 392.

FOR SALE—Large stock of pulleys, hangers, shafting, lighting fixtures, lights and some motors. These items are all used and are available because of re-arrangements in our plant. Address S. E. 394.

FOR SALE—New Tabor Core Moulding Machine—Jar Ram—Hand Rollover and Hand Draw—Plate Size 14" x 16"—Pattern Draw 8". Address S. E. 404.

FOR SALE—1,500,000 sheets 4" x 6" of 50 pound base Vegetable Parchment paper. Address S. E. 408.

FOR SALE—1 Pease "Junior" Vertical Blueprinting Machine—will handle prints up to 24 x 36 inches; 1 Pease "Junior" Sheet Washer—washes prints up to 24 x 36; 1 Pease "Junior" Sheet Dryer, gas heated, for 24" sheets. Address S. E. 412.

FOR SALE—500 Tote Pans, slightly used. Address SE 423.

PERSONNEL

ENGINEERING EXECUTIVE—Age 40, married — conscientious, practical, administrative ability—mechanical and industrial engineering background—diversified experience in all phases of precision manufacturing—organization, budgets, cost analysis, planning, scheduling, production control, expediting, sub-contract, purchasing, plant layout, machine shop equipment, tools, etc.—only interested in permanent position—salary open depending on location and opportunities. Address P. W. 1043.

RESEARCH ENGINEER—Specializing in cutting costs and increasing production for greater profit through analysis and use of employee's desire for recognition, coordination of departmental efforts, and creation of unity of purpose between personnel and management—seeks opportunity to apply his experiences for the benefit of a Connecticut manufacturer. Address P. W. 1044.

28 YEARS' EXPERIENCE IN INDUSTRY—For the past 17 years I have been Assistant Factory Manager of manufacturing plant in Stamford, Conn., terminating last March—present time doing consulting, investigating work—recently took war production training course at Harvard Bus. School. Address P. W. 1045.

PRODUCTION MANAGEMENT—Time studies, rate setting, wage incentives, job analysis, charting—industrial engineering experience—have handled responsibilities of general foreman, planning manager, superintendent—age 47. Address P. W. 1046.

TRAFFIC MANAGEMENT—Experience includes expediting, tracing, freight rates and tariffs, loss, damage and overcharge claims, passenger reservations, demurrage, correspondence—personally handled (through brokers) all of the Export business of last employer—age 41, married—two children—my present salary is \$3800. Address P. W. 1049.

SALES MANAGEMENT—Married—age 48—Twenty-three years' experience in Automotive industry (retail, wholesale sales, maintenance and managerial) in New England territory—In 1942 was Government Contact man in Washington, D. C., for large manufacturer. Have knowledge of material procurement and distribution and can handle expediting—would like position now as assistant to general manager, sales manager, or production manager, that would hold some promise of security in the postwar period. Address P. W. 1052.

EXECUTIVE—Active experience in Industrial Relations field—Employment Manager for large manufacturing company, employing both men and women—Experience in Labor relations, Selective Service Deferrals, Bond sales promotions, training within industry—Chairman of Labor-Management committee—Editor of House organ—Full supervision of Athletic and Recreational program for 1500 employees. Wide experience in sales, both retail and wholesale—Able to train men in selling, especially in promotional work—Advertising experience and radio script writing. College graduate—B.S. degree, age 42, married—3 children. Address P. W. 1053.

MANAGEMENT—Experience includes charge of factory, general office, purchasing, estimating, retype and layout, and art departments—assisted the sales manager and participated in all matters of policy and procedure—handled financial matters with the bank—instrumental in establishing a standard cost system, a standard hourly method for estimating, production and materials controls which reflected economies in production and increased sales—costs, time and motion, rate selling, job analysis and evaluation—age 41. Address P. W. 1054.

ADVERTISING-MARKET RESEARCH AND PLANNING—Long, successful experience in developing new programs and functions with outstanding Connecticut manufacturer, particularly in marketing and advertising—initial salary incidental to opportunity of demonstrating training and imagination in phase of postwar planning—age 56—married. Address P. W. 1057.

EXECUTIVE ASSISTANT—Former assistant to manager of Yale Club—nine months safety director shipyard employing 10,000—decreased accident record 40%—experience with personnel, expediting, and general factory management—age 50—commuting distance of Branford. Address P. W. 1058.

EXECUTIVE—Thoroughly experienced in corporate and financial management seeks executive position in Connecticut industrial corporation of permanent character—capable of general supervision of operations and financial planning and control—age 52 years—salary commensurate with responsibilities. Address P. W. 1060.

GRADUATE CHEMICAL ENGINEER—11 years, rubber insulated wires and cables, paints, pigments, varnishes, enamels and prepared vegetable oils—14 years, Plant Engineer, drugs and pharmaceutical company, also machinery sales and purchases—1 year, Assistant Safety Engineer, brass company. Thoroughly understand production to get results. Address P. W. 1061.

FACILITIES AVAILABLE—An organization which has been operating under a large contract for portable generator plants and electrical switchboards and radar equipment—building on ground floor, area 10,000 sq. ft., 62 ft. wide by 157 ft. long, well lighted, adequate shipping and receiving facilities—going company with small group of skilled employees in assembly of mechanical parts or heavy units—complete DeVilbiss paint spraying apparatus, drills, small precision machine shop, expert coordinator, superintendent trained in mechanics and electronics, adequate office facilities, computation machines, owner-director, has 35 years mechanical experience in all classes of machines and apparatus, steam, electricity, and gasoline; industrial and construction equipment; generators and air compressors, pumps, and other allied fields—well financed—can immediately undertake assembly of components, processing, or designing—available because of cancellation of half-million dollar contract after completion of three-quarter million dollar contract—location Hartford. Address M. T. A. 207.

NO Slack TIME



at... SIEWEK ENGINEERING

Better than sixty hours a week for over three years. That is what Siewek designers have contributed to the nation's war effort. And the program will continue on the same basis as long as there are tools still to be made.



Mark it "RUSH" ... for Tokio!

A mighty battleship, bearing scars of a victorious fight in the Pacific, dropped anchor in a West Coast port one gray Saturday dawn. Her Commanding Officer made two quick telephone calls. One was to a Connecticut manufacturing company asking for a rush order of badly needed repair parts; the other was to the Navy Department to obtain authorization for the work.

On Monday morning, a company engineer reached the Coast by air with some of the parts; he telephoned back to Connecticut to describe further materials needed. By Tuesday all needed parts had arrived and the ship sailed out again on the great Pacific Jap-hunt.

Three days to repair a fighting ship three thousand miles away. That would have been impossible without the Long Distance telephone. And without the men and women all along the line who are doing their best with limited equipment to meet the urgent and growing communications needs of a nation at war.

Large

Present

of the Printed Page

The Case, Lockwood and Brainard Company, with 108 years of experience, is equipped to handle your job in war time as well as in peace time.



at THE SIGN of the STONE BOOK

With this imprint you can be assured of quality printing.

The Case, Lockwood & Brainard Co.
85 TRUMBULL ST. — HARTFORD, CONN.

**D
W
O**

ADVERTISING ART
PHOTO ENGRAVING

ANN ST.

n-
is
as

of

o.
N.

7